



Digitized by the Internet Archive
in 2026 with funding from
Boston Public Library

<https://archive.org/details/birdneponsetrevi1968bird>

The BIRD REVIEW

Volume 56 No. 1

Published for Bird & Son, inc. employees and their families

January 1968

Johnston, Conrad And Hixon in New Assignments

Several major changes in the Norwood (Northeastern) Building Materials Division were announced by Group Vice President Philip C. Johnston, effective January 1, 1968. J. Douglas Johnston was given the responsibility of the manufacturing operations at the Norwood Roofing Plant and Millispsdale Felt and Board Mill, in addition to the sales operations in the Northeast. Superintendents John P. Hixon and Ralph Williams now report to Mr. Johnston. James D. Conrad has been appointed assistant general manager of the Norwood Division, and John A. Hixon has been named Lake District sales manager to fill the vacancy occasioned by Mr. Conrad's promotion.

Mr. Johnston has been with Bird & Son since 1927, was Eastern sales manager for several years, general manager of the Southwestern Division from 1954 to 1959, then Eastern Division general manager and from 1962 general manager of the Northeastern Division.

Mr. Johnston and his wife, Dorothy, have a son John Douglas, Jr., who is a sales manager for the Xerox Corporation in a New York state district. There are two children in John's family. The Johnston's daughter, Mrs. Martha Hatch, resides in Auburndale, Massachusetts and also has two children.

James Conrad began his employment with the company in July, 1938, as a sales correspondent, after graduation from the University of New Hampshire. He became a salesman, first in New York City territory, then in Rhode Island territory, until his appointment as sales manager of the newly-created Lake District in July, 1962. Jim and Harriet Conrad live in Wrentham, Massachusetts and have three children: James 14, William 13, and Jennifer 8.

Shortly after graduation from Tufts University in the winter term 1957, John A. Hixon joined Bird & Son as sales trainee at the East Walpole office on April 10, 1957. In October of that year he was promoted to salesman, and since then has served in the Philadelphia and Connecticut territories.



THEY ATTENDED the Sales Training School at East Walpole in December for new Building Materials salesmen: Standing: Ronald Bianco, Edwin Thompson, Richard Grant, Floyd Lenfest, Charles Love, Thomas Ashton, Clifford Preddy. Seated: John Nill, Robert Page, Daniel Clancy, James Pope.



YEAR END STUDENTS try their hand at installing both horizontal and vertical siding during the instruction sessions at East Walpole.

John Hixon and his wife, Joan, have four children: Candace 11, Pamela 9, Jonathan 7 and Mary 6. At the time of the Korean war Mr. Hixon served four years in the U. S. Navy. His interest in boats and the outdoor life is indicated by his membership in the U. S. Power Squadron and his membership in the Madison, Connecticut Rod and Gun Club.

Letter from Vietnam Thanks Bird Club Members For Donations of Soap

Early in December Alex MacIntyre, Soap Project Chairman for the Bird Club, received a letter of appreciation from Captain Murphy in Vietnam. Captain Murphy was obviously much pleased at the response which resulted in over 3,000 cakes of soap for Viet-

namese children donated through the Bird Club. His letter, written from the Headquarters 3rd Brigade 9th Infantry Division, somewhere in Vietnam, was dated November 23, 1967 and reads:

"Dear Mr. MacIntyre,

"This Thanksgiving Day seems to be an appropriate time to thank you and through you the members of your committee, officers and members of the Bird Club, and others who contributed so generously to your project of collecting soap for the Vietnamese children.

"We have already received some of the soap you collected and have distributed it to the children in need through our Medical Civic Action Program.

"The men of the 3rd Brigade 9th Infantry Division are grateful for your assistance and support and thank you in behalf of the children who will benefit from your efforts, as will we.

Very truly yours,
Robert E. Murphy
Captain, Artillery."

Freshman Salesmen Attend 2nd Annual Training School

Twelve new salesmen from four Building Materials divisions attended an intensive week-long Sales Training School held at East Walpole during the week of Dec. 11.

Classroom instruction coupled with on-the-job installation clinics allowed the salesmen to become more familiar with BIRD products as well as master the techniques of product application.

Instruction ranged from Vinyl Products and Built-Up-Roofing to Credit, Insurance and Advertising. More than twelve instructors, from the Home Office sales and executive staff lectured on the workings of their individual departments and their department's relationship to the sales force.

The Training School was under the direction of General Sales Manager Howard H. Heideman. President R. F. Jenkins extended the salesmen a warm welcome on behalf of the company, and Group Vice President Johnston in his remarks to the students challenged the men to become thoroughly acquainted with their company's products, as product knowledge was absolutely essential to successful selling.

A graduation dinner was held on the last day of the school, and citations, acknowledging the salesmen's week long effort were presented. Richard E. Grant of Chicago was cited for taking top honors during the week-long course. Edwin L. Thompson of Perth Amboy and Clifford R. Preddy of Shreveport were congratulated on achieving second and third place honors respectively.

Frazier Names Hambley Bardstown Superintendent

On January first, General Manager Donald E. Frazier announced the appointment of Richard E. Hambley as superintendent of the Vinyl Products Division Plant at Bardstown.

Mr. Hambley joined Bird & Son last August as a plastics engineer in the Product Development Department of Building Materials. Prior to this he had had more than eleven years' compounding experience in production and quality control at B. F. Goodrich Chemical Company of Avon Lake, Ohio. For three years he was in charge of quality control at this plant, including the control of the materials sold to Bird & Son for the production of Solid Vinyl products.

(continued on page 2)



The BIRD REVIEW

Vol. 56 No. 1

January 1968

mi
ed

Published for the employees of Bird & Son, inc., and their families.
Editorial Office at East Walpole, Mass.

Member of Mass. Industrial Editors' Association and International Council of Industrial Editors, Inc.

EDGAR M. GROUT, Editor

JOHN J. MURPHY, Adviser

TO GET FAST TAX REFUND

If you are soon to file your 1967 Federal income tax return and have a refund due, be sure to send the form directly to —

Internal Revenue Service Center
310 Lowell Street
Andover, Massachusetts 01812

Direct filing of these returns eliminates double handling and will help speed your refund check. You will find an envelope for this purpose in the tax form package which you have received. A pre-addressed label showing the taxpayer's name, address and social security number is included with your tax package. Use this label also to expedite the processing of your refund return. Before you attach it to the tax form, check to see that all information is correct, and if it is not, make the necessary corrections.

Normally it takes about eight weeks after you file the return for your check to arrive. Here is what an accurate return must have to be complete and ready for processing:

Your signature (if joint return, both spouses must sign) Copy B of all withholding statements (attached to your form)
Arithmetic

Supporting schedules and forms when required for certain income and expense items

Very common among items overlooked, are missing withholding tax statements and missing or inaccurate social security numbers. Double check both these items before you mail your return to the Internal Revenue Service Center, 310 Lowell Street, Andover, Massachusetts 01812

Five Enter Retirement As Year 1967 Ends



William Murphy



Amos Dixon

Very few people have ever made the record achieved by WILLIAM F. MURPHY who retired at the end of December 1967 after completing almost 51 years of continuous service. "And I don't recall ever losing a day from work because of sickness," Bill adds. A remarkable record, and one not likely to be equalled in the future, as most youths graduate from high school at an older age than Bill did at age 16, back in 1917.

Bill began his career part time after school on February 5, 1917, thus reaching the 50 year mark in February 1967. On that date he was saluted by top company officials and presented with a check for \$500.

After serving for a time as messenger, Bill was a clerk in the Traffic Department, and then became clerk in the Norwood Roofing Shipping office. Eventually

he became assistant foreman there. Since January 1935 he has been foreman of the busy Shipping Department at the East Walpole Fibre Box Plant. Bill says he has worked at Bird & Son from the horse and buggy days through to the age of almost 100% shipment by trailer trucks. He has seen railroad shipping come and go. Steam engines were THE source of transportation power when he began in 1917; horse and team were used around the plants. Then came diesel power, and in the last few years he came the change to diesel trucks and trailers.

Bill has many happy memories, looking back over his 51 years with the company and his 67 years in Walpole. Recollections of shipping at the Roofing Plant after hurricanes and of meeting the daily customer service schedules in the Fibre Box Plant are mingled with memories of his baseball days when he was a star outfielder; first at high school, then with numerous Bird & Town teams and the Boston Twilight League. He continued playing well into his 30's.

The first thing Bill is going to do in retirement is relax, spend more time at home where he and his wife, Mary, can now fully enjoy their new house at 910 Washington Street, Walpole. Two or three years ago Bill went back to school at night and after passing a stiff examination, attained a real estate broker's license. Eventually he will work with his son, as he feels like it, in the real estate business which Jake operates in Walpole.

In addition to Jake (John), Bill and Mary have two other children, William, Jr. who is with Dupont in Wilmington, Delaware, and Mrs. Maureen Carter of Natick. There are eleven grandchildren.

It is forty-two years since AMOS T. DIXON first began to work for Bird & Son — and almost forty years since he began his continuous employment, starting May 14, 1928. He retired Dec. 31st from his position as foreman in the Shoe Carton Plant.

After working his first hitch as a slitterman and later a timekeeper, he left to return to his native country, Canada.

But jobs looked better in the United States, and in less than a year he returned to work at the Shoe Carton Plant. He says, "Forty years is more than half a lifetime. I have found them all very interesting from the time I started working on the old slitter situated back of No. 2 Paper Machine. I was sample maker for a time, and later a clerk in the Shoe Carton Department. I spent a few years with Gene Connolly and Earle Davis in the laboratory, then became a foreman in the Shoe Carton Plant. Filling in for Ambrose Fitzpatrick on scheduling during his vacation was always very interesting, but what a relief when Fitz came back!"

Dick has been impressed with the many changes in manufacturing methods, first the rotaries and the combiner, then the Miehes, and now the Mercury and Zerand machines.

"I have no definite plans for the future," he says. "I think taking care of a home in Westwood (on Highview Street) and a cottage outside Amherst, N.S. with a garden at both places will take up a considerable amount of my time. I have always been interested in civic affairs, but more active in church, both in Norwood where I used to live, and now in Westwood.

I do expect to see U.S.A. coast to coast by car, probably in the fall of 1968."

Amos Dixon has four children, two living near by, two at some distance. Mrs. Joseph Vaux, Jr. (Lenore), resides in West Concord, Mass.; Thelma, Mrs. Nicholas Bruno, Jr., in Dedham; Donald, in Williamsport, Pa. where he is employed at Williamsport Fabricating Co.; and Amos, Jr., with Goodyear Tire and Rubber Co. at Beaumont, Texas. There are eighteen grandchildren, so grand dad can have quite a ball visiting them all when he makes that coast-to-coast tour!

RICHARD P. LOVEJOY is enjoying the easy life after retiring on October 31, 1967, from his work as elevator operator in the Combiner Room at the East Walpole Fibre Box Plant.

It was in this same department that he began work for Bird & Son on August 27, 1946. Prior to that time, he had worked for the A & P Stores for some years. Except for about a year in the Paper Mill Finishing Department, all of his Bird & Son career was spent at the Combiner Room, and most of the time he was elevator operator. "I have many pleasant memories of my work in the Combiner Room," he says. "I enjoyed working both for Charlie Mutch, my

first boss, and for Bennie Palloko, who has been my boss since Charlie retired."

In retirement Richard Lovejoy continues to live at his home on Lawrence Street, Norfolk. In the spring, he hopes to visit his daughter, Mrs. Barbara Moller, in Winona, Oklahoma. He is looking forward to this visit with her and the five grandchildren, three girls and two boys.

Joseph Fitzgerald



JOSEPH J. FITZGERALD has joined Bird & Son retired list. After making a successful recovery from a heart attack eight years ago, he again was stricken with a long illness in the spring of 1967 so he decided to adopt the easy life.

Joe celebrated his 25th Bird & Son anniversary in May 1966. He has spent all his 26 Bird & Son years at the Norwood Roofing Plant, the first 13 at the old Corner Trim Department where Warren Kumbalad was foreman in 1941. Later he became a sample maker for nine years, and then transferred to the Cleaning Department.

He was a member of the first Executive Board of the C.I.O. Union which became the bargaining unit at Norwood Roofing after World War II and helped negotiate the first contract. During the war years he was one of the plant solicitors for War Bonds. Half kidding he told one of the women in the Industrial Bric Siding Department (women worked there during World War II) that he would put her picture in the Review if she bought a \$500 War Bond. Much to his amazement, she appeared with \$500 in cash the next day! She had her picture in the Review, and so did Joe!

Joe and Barbara Fitzgerald live at 20 Pine Street in Norwood. She teaches at St. Catherine's Parochial School, Norwood. One of their three sons, James, graduated from Northeastern University in 1966 with a degree in Business Management. (continued on page 3)

Richard Hambley

(continued from page 1)

Dick and Betty Hambley have made their home in Lorain, Ohio, and will soon be moving to Bardstown with their three children, Jeffrey, 12, Gerald, 8, and Terry, 6. Dick has been active for several years in Masonic work and has just completed a year as master of the Lodge in Amherst, Ohio.

Richard E. Hambley, new superintendent at Bardstown Plant.





WINNERS OF THE TURKEY SHOOT, held by the Tri-Mill Sports Club. Standing from the left, Roy Parker; then Chester Grusheski, Edward... George Ellegood, Norwood; Robert Parker, Norwood. At far left, holding up a dollar bill, is Walter Bidnock, who would like to have been a winner, but didn't quite make it!

Many Year End Events On Tri-Mill Club Calendar

The Tri-Mill Sports Club held its annual Turkey Shoot at the Norwood Sports Club on November 19 with the biggest turnout the Club has ever had at these events. At the end of the day the six turkey winners were announced:

First, with a score of 48, Edward... East Walpole Maintenance; second, 45, George Ellegood of Norwood; third and fourth, tied at 44, Robert Parker, Norwood and Chester Grusheski, Stock Transfer Department; low score, Roy Parker, Paper Mill; door prize, Nancy Adams, Norwood.

Hot dogs and tonic were served to the children and hot coffee to the grown-ups, free of charge.

About a week later, on November 25, the Club held its annual Ladies' Night at the Stoughton VFW Club. This final event of the year was a gay event shared by all. One hundred members and guests attended, with Mr. and Mrs. John J. Murphy and Miss Mary Moylan as guests of honor.

The dinner menu included roast beef and all the trimmings that made up a fine meal. Later in the evening dancing and refreshments were enjoyed by everyone.

The Tri-Mill Club also reports the stocking of the local woodland with fifty pheasants, for the enjoyment of local

hunters. This was done by Keeper of Game Joe Mussi. Joe, himself an expert hunter, had to refrain from shooting this year to leave the pheasants for other sportsmen.

Enthusiastic Audience Applauds Fine "Messiah"

"The Messiah," directed by Leonard W. Weaver, was presented to a large, enthusiastic audience at Walpole High School Auditorium, December 10. There were over 90 in the chorus, a 20 piece orchestra and four star soloists. For days afterward, chorus members and Director Leonard Weaver were showered with congratulations on the fine performance.

The professional and very competent soloists for the evening were Norma Giusti, soprano; Iris Jacobs, contralto; Karl Dan Sorensen, tenor; and Stephen Dimmock, bass. Mary Bowditch was at the organ, Ann Davis at the piano.

Mr. Weaver is in his nineteenth season as director and chairman of the Neponset Choral Society which he organized in 1949. At Bird & Son he is Product Development Manager for the Building Materials Group.

"The Messiah" was last performed by the Choral Society in 1957. After the usual holiday vacation from rehearsals, the group will meet at Bird Hall on January 8 to begin rehearsals for the Spring production of Gilbert and Sullivan's "Ruddigore."



GUESTS at the Tri-Mill Sports Club Ladies' Night included Director of Personnel and Industrial Relations John J. Murphy, right; Mrs. Murphy and Mary Moylan, treasurer of the Credit Union across the table.

Winners and High Scorers in Bowling Leagues

In the Christmas Turkey Roll Off for the Men's Bowling League, there were five winners: Thomas Gugliotta, Class A, 360; James Moylan, Class B, 347; and Edgar Johnson, Class C, 331; (these scores include handicaps); Arthur Chamberlain, High Three, 330; and Fred Turco, High Single, 131. Everett Pyne was winner of both a Thanksgiving and a Christmas turkey in the Businessmen's League Roll Off.

At the end of the 5th week of the second round in the regular League, scores were as follows:

TEAM	WON	LOST	PERCENT
FBM	53	25	.679
EMW	50	28	.641
FX2	45	33	.577
FBW	38	40	.487
A	37	41	.474
Hill	33	45	.423
K	30	48	.385
EM	26	52	.333

Armando Croatti FBM, now holds high single of 150, followed closely by Tony Gugliotta of W. J. Hill with 149, and John Glidwell, FBW, with 148.

Croatti is the high three string leader, way out in front with a 390; his nearest competitor is John Ambers with a 356.

The five highest average scores show up this way:

Armando Croatti, FBM	110.4
John Ambers, FBM	110.1
Fred Turco, FBM	106.6
Ted Pierce, FBM	105.8
John Glidwell, FBW	104.9

The first half of the Businessmen's League ended with the Bird team in 14th position. The boys enjoy bowling in the fast league and are hoping for better results in the second half which will be bowled with a 2/3 handicap. Armando Croatti leads the Bird team with a 109 average.

Mid-Winter Activities Resume after Holidays

Two popular Bird Club programs started the second half of their season on Monday night, January 8 — the Art Classes and the rehearsals of the Neponset Choral Society.

Many of the old timers have "graduated" from the Bird Club Art class, but about 20 new members are gathering

enthusiastically each Monday night at the East Walpole Brigade Room for instruction by Mrs. Helen Pierce. Classes are scheduled for all Mondays in January, February and March, starting with January 8.

Across the street at Bird Hall, rehearsals began the same evening, January 8, at 8 P.M. for the Gilbert and Sullivan operetta, "Ruddigore." This has a lot of good chorus work with plenty of stage action, too. There's a big men's chorus needed, so all male singers are especially welcome. When "Ruddigore" was last done by the Choral Society in 1960, it proved to be the most popular show the group had ever presented.

Chairman Joe Geehan is planning a round of pleasurable Special Activities for mid-winter. If you Bird Club members have not already received notices about reservations for these events, you soon will:

The Ice Capades — early January
Camelot, at special prices
London Wax Museum.

In recent weeks, forty members and guests enjoyed a trip to Boston's Gary Theatre to see "Gone with the Wind," and another hundred took advantage of the Sportsmen's Show special ticket offer.

These special events are arranged for YOUR enjoyment. If there is some other activity, show, or special trip that you would like to see the Bird Club sponsor, send your recommendations to Chairman W. J. Geehan at W. J. Hill office. He and his committee will try to arrange those events which are most attractive to you.

Five Retire

(continued from page 2)

agement and is now an industrial engineer for Bird & Son with William Wallace at the Fibre Box Plant.

The other two sons are studying for the priesthood. Joseph, Jr., having completed his studies with the Marist Fathers at Rhinebeck, N.Y., is now studying at the Marist College of the Catholic University in Washington, D.C. He has another five years to complete his education for the priesthood in foreign missions.

The youngest son, Gerald, is in his first year at St. John's Seminary, Brighton, and will also graduate five years hence. This means that Joe and Barbara Fitzgerald will have the unusual privilege of seeing two sons enter full priesthood in the same year.

Always interested in working with his hands, Joe has turned again to woodworking in his retirement. He builds bookcases, TV tables and other small pieces of furniture. And, trying something new, he is now making and painting religious signs in colorful designs.

Another late-in-the-year retirement is that of PATSY CATENACCI of the East Walpole Paper Mill. He has not been in good health for several months, and has now retired.

Patsy joined Bird & Son in January 1943 as a stock handler. For most of his 24 years he has been a lift truck operator in the Stock Handling Department.

He lives on Green Street, Medfield with his sister. His health is better now so that he can enjoy taking life easy.



TURKEY WINNER RAY PARKER and his family enjoy their free cakes and hot dogs at the Tri-Mill Sports Club annual turkey shoot. Standing with Ray are his daughters Susan and Darlene. Seated: Andrew, Denise, Sandra and Rhonda.

For Hundreds of Patients Happiness is the Bird Club Hospital Show

It all started 23 years ago, as a program for entertaining World War II veterans in nearby hospitals. Later, when it became apparent that veterans were being provided with entertainment from many sources, the Bird Club Hospital Show expanded its work to entertaining patients in state schools and hospitals. Right now this devoted, enthusiastic group is half way through its schedule for the 1967-1968 season.

Already, patients in three hospitals have been cheered by the variety show which includes the talents of nearly 40 people. Shows have been presented at Foxboro State Hospital, Medfield State Hospital, Canton School for Crippled Children. On January 16 the next show is scheduled at Paul A. Dever State School. Remaining dates after that are: February 13 — Wrentham State School, March 13 — Cushing General Hospital, April 23 — Chelsea Soldiers' Home.

From the files Chairman Bill Grazado has produced a picture of one of the early groups which includes Bill, who has been with the group continuously, and Hilda Rafuse, who was

chairman of the Show when it first organized in 1944, and who continued as chairman for the first several years. Two of the most popular entertainers in those years were George Wallace with his Scotch songs and patter, and Santo Damico with his accordion.

Those who are participating this year include Bill Grazado, co-chairman, at the piano; Don Ahern, trumpet, Buddy Gordon, drums, Chic Webber, bass, Ted Naja, sax. All these musicians play through the co-operation of Norwood Local 343 of the American Federation of Musicians.

Entertainers include Jerry Norton, singer and M.C.; the Swinging Muchachos — Tijuana Brass Band (Steve Ahearn, Elmer Martins, Bob Nicholson, Stan Allen, Steve Buratti, John Wilson, Jim Lightbody and Rusty Hammer); Frances Maddocks, songs and comedy act; Bea Hammond, at the piano with her songs and community singing; Jean Lowe, singer; Noreen and Dara O'Malley, Irish step dancers; Eleanor and Judy McGrath, mother and daughter tap dancing team; Nancy Buck, toe tap; and dancers Ellen Rose, Carol Blizard and Cheryl Barbaglia.

The Norwood Recettes (baton twirling team) as represented by Jill King, Jody Phalen, Marie DeRoma, Diane Mastandrea, Shirley Bacon, Debbie Tatso, Sandra Kroh-t, Rita Garnham, Judy Soderlund and Anne Collier. Other dancers are Mary Alice Wenzel, Ruth Matowska, and Eileen Hotzman, plus Carolyn Stratton and her guitar.

William Grazado and Julia Lewis are co-chairmen of the Bird Club Hospital Show, and assisting them are Ruth Phalen and Louise Conti.



HOSPITAL SHOW COMMITTEE which works hard from early fall to late spring to bring a sparkling show and good cheer to hospital patients in this area: Ruth Phalen, Co-chairman William Grazado, Julia Lewis, and Louise Conti.



Henry Recalls 25 Years At E. Walpole Paper Mill

Henry DeFlaminio



HENRY DEFLAMINIO, who began his Bird & Son employment 25 years ago on December 3, 1942 in the Stock Handling Department at the Paper Mill, has been a weaver for the past seven years. He is a familiar figure at the Main Mill scales where all paper trucks are weighed in.

He tells us his first job was on No. 7 beater, then he went on stock handling, which at that time was all done by hand. Now all the unloading of heavy paper bales is by fork lift tow motors.

Three years later he was called into active military service, serving for a year and a half in the Pacific area and returning to his Bird & Son job in September 1946. He still remembers the thrill while stationed in far-off Korea of getting a letter and a Bird Review from his boss, Perley Mudgett, bringing him up to date on what was going on back in East Walpole.

Henry has four children: Judy, married, and Sandra, by a previous marriage; Virginia, a student, and Santine, married, by his present marriage. He and his wife, Alice, live at 23 Marion Street in Walpole. He is not strong on hobbies, but likes to play pinchle. "As for clubs," he says, "my wife takes care of that department. She belongs to a radio club and is very active as recording secretary, historian and a member of the board of directors. At Christmas she was very busy hosting a Children's Christmas Party together with another club member, Edna Buckley."

A civilized country is one where a person must go to a backward area in order to breathe pure, clean air.

Chicago SUN-TIMES

Safety tip — once there was a man who always called a spade a spade until he fell over one he had left on the cellar steps.

TOP OF THE NEWS

MAIN OFFICE

Erica L. Coburn, daughter of Neponset Credit Union director Joseph Coburn and niece of Roxy Coburn, head nurse, was named the best all-around student at Tufts University College of Engineering at ceremonies at the University in November. Winning the Class of 1908 award for "Best Demonstrated High Scholarly Ability Together With a Wide Range of Intellectual Interest and Competence" she led all Engineering College students, twelve other girls and 587 men, who are her classmates.

When she was asked to attend the award ceremonies, she thought it was to represent Tau Beta Pi, the Engineering fraternity, and had no idea that she herself was to receive such a high honor. But Erica walked off with one of the three Class of 1908 awards. One is presented to a student of each college: Engineering, Liberal Arts, and Jackson College.

In addition to maintaining a B+ average in her scholastic work, she is president of "French House," a Jackson College dormitory where only French is spoken. Also she is on the Student Council and the Varsity Lacrosse team. "Majoring in a field which is nearly exclusive property of men helps you to be more feminine rather than less feminine," she said. "You just keep expressing your ideas and therefore emphasizing your femininity."

Helen Rafuse, who returned from surgery just after Christmas, was cheered by remembrances from her many friends while she was in the hospital. She says "thanks" for the beautiful flowers, cards and gifts received during her recent illness.

E. WALPOLE FIBRE BOX PLANT

William Dailey and his family spent three weeks over the holidays visiting in Heidelberg, Germany. This is the first time in ten years that Bill's wife has been home to visit her folks.

Late vacationers over the holidays included Jenny Mike, Arthur Joyal, and Charles Zabronsky.

Nearly 100 people were present at the Floral Steak House on December 6 to salute Bill Murphy who retired in December after almost 51 years on the job. Harold Bonnerman served as master of ceremonies; Chester Porter, Benjamin Beale and William Kirby all paid tribute to Bill's qualities as Shipping foreman. He was presented with a wallet, well filled with money. Bill was obviously much pleased — and especially that his wife, his daughter and his two sons were there to help him celebrate.

Our deep sympathy to Alfred Breese whose brother Louis and sister Mrs. Allan died within a few days of each other. Louis died on December 31st and Alice on January 5. Mrs. Allan worked in the Paper Department from 1944 to 1950.

E. WALPOLE SHOE CARTON PLANT

Winter vacations were enjoyed by quite a few in this plant, including Michael Moses, Joseph Smeltor, Leo Levitte, Peter Miskinis, and Vaughan Allan.

William Ford and Joseph Troiano enjoyed a hunting trip to Dorchester, New Hampshire.

Everett Grainger is all smiles. On December 14th his daughter, Mrs. Anne Byrnes presented him with a granddaughter, Mary Lynne.

Our best wishes to Amos Dixon who retired at the end of the year after serving as a foreman in the Shoe Carton Department for many years. On December 15 over 100 friends gathered at the Floral Steak House to wish him well. Superintendent John Nourse was master of ceremonies; both Vice President Ralph Hall spoke. The head table also were Assistant Superintendent Louis Tower and his wife and two daughters of Mr. Dixon, and their husbands.

(continued on page 5)



JUNIOR MISS FOR 1968. Barbara-Jo topped a field of 36 contestants in the 10th Annual New Hampshire Junior Miss pageant held last month. She is 17, a senior Manchester Central High School, and the daughter of Mr. and Mrs. Robert C. Harden, Rochester. Bob is assistant to the manager of the local Bird & Son plant. Barbara-Jo will represent the State in the National Junior Miss pageant in Mobile, Ala., in March.

TOP OF THE NEWS

(continued from page 4)

Dick was presented with a four piece of luggage and a scroll in recognition of his 40 years of service. Mrs. John Nourse took colored pictures of the party which were later placed in an album and presented the guest of honor.

"It was an evening I shall always remember with a great deal of pleasure," said Mr. Con. "Please thank everyone who remembered me and tell them how grateful I am for the gifts and their good wishes."

NORWOOD ROOFING PLANT

Louis Gabrielli took a late vacation and his wife and a party of six motored to Detroit, Michigan. Louis and his friends, wearing pigeon fans, attended the Annual Pigeon Convention while there. Frank and Helen Campisano with friends motored to Palm Beach, Florida, spending some time at Niagara Falls.

WATERVILLE PLANT

The Bird & Son Waterville Plant was one of the two local firms to exceed their goal in the recent Community Chest Campaign. Harris Baking Company was the other company. Norman Mathieu, foreman, presented Bird & Son in award ceremonies which were pictured in the *Waterville Evening Sentinel*. He was presented with a certificate by Lloyd A. Jones, Community Chest executive secretary and Ralph Gray, campaign industrial employees division vice-president.

MICHIGAN ROOFING PLANT

We are happy to report that Ray Guskic, owner of No. 6 Machine, is doing fine after surgery, and we hope that he will soon be able to be back on the job. We were glad to see Mary McMahon, one of our summer workers, when she dropped to wish us a Merry Christmas. We were also glad to see Marge Hoey (retired) when she came by to wish us a Merry Christmas.

SHREVEPORT PLANT

The fact that some people are born lucky applies to Charles Musick. His annual deer hunt almost ended in a terrible accident when he was in a stand high in a tree and got a big buck. It excited Charles so that his anxiety to get down on the ground, apparently decided not to use the ladder and simply fell through the thing. Fortunately he only sprained his ankle and as he would have it, his hunting partner Dr. Bennett Young, one of Shreveport's leading orthopedists, who fixed his ankle

and the hunt continued. Charles plans to use the ladder next time. It may not be as fast, but it is less painful.

Larry G. Hargett joined the Bird family on January 1 as territory representative in the West Texas Territory with headquarters in Lubbock. Larry is a native of Lawton, Oklahoma where he finished high school and obtained a B.A. Degree from Southwestern Oklahoma College. For five years he has been employed by Texas Roofing Company of Lubbock as estimator and salesman, traveling West Texas and part of New Mexico. This company has six branches in that area. During his high school and college days, Larry played quite a lot of football. He is single and enjoys many sports including golf and snow skiing. We are happy to welcome him to Bird and Son, Inc.

A gala New Year's Eve party was held by Wylie and Eunice Walden at their WYUW LODGE on Lake Bistineau. Among the 40 guests present were Mrs. Joe Scales of Jacksonville, Florida, (Miss U. S. A. 1961-62) and two of her brothers. Most of the other guests present were from Bird and Son, Inc. and Barksdale Air Force Base. The Bird employees present included Mr. and Mrs. Huey Humphrey, Mr. and Mrs. William Winkler, Mr. and Mrs. Rodney Squires, Mr. and Mrs. Earl Johnson, Mr. and Mrs. C. L. Apple, Mr. and Mrs. D. L. Ford and Mr. and Mrs. Pat Ladner. A very nice time was had by all. Wylie states he finally got to bed at 5 A.M. New Year's morning.

W. J. HILL DIVISION

Albert and Sophie Boonstra are once again proud and happy grandparents. It's another girl, Michelle Marie, born December 29, 1967 to Edward and Lorna Murphy Boonstra of Norwood. The other equally proud grandparents are Mr. and Mrs. Lorne Murphy. Lorne has been a shift boss at Norwood Roofing for many years.

G. W. DINSMOOR DIVISION

The Dinsmoor Associates held their annual Christmas banquet at the Stopyra Post on Monmouth St. in Lawrence, Mass. The following members were elected to serve as officers for the coming year: President Joseph Maxwell, Vice-President, Frederick Dawson, Secretary-Treasurer, Donald Beck, Directors: Eugene Gastonguay, Robert Hull, Leo C. Roy, Charles Tompkins. Door prizes of \$5.00 each were won by Philip Beaulieu, Thomas Deshaies, Joseph Ananavich, Candle Pin Bowling was enjoyed after the business meeting with the team comprised of Lester Fearon, Donald Beck, Albert Akroyd, Eugene Gastonguay having the top score. Robert Hull had the high single for the night with a string of 126.



A SILVER AND A GOLDEN WEDDING. All in the same family. First, on October 24, 1967, William Ivatts, East Walpole electrician and his wife celebrated their 25th wedding anniversary. Then, a month later, on November 27th, his mother and father celebrated their 50th. Bill, Sr. retired in June 1963 from truck driving in the East Walpole Maintenance Department. Another son (and brother) is Robert, a piper at East Walpole. Both parties, attended by a large number of family and friends, were held at the V.F.W. Hall in Norwood.

Sales Manager Ed Miller Revisits Battlefield Where Taken Prisoner

Omaha and Utah beaches, Salerno, Cisterna, Sorrento, Anzio — all these are just names to a generation of young adults who were not even born at the time of the bloody battles of World War II. But to Thomas Ed Miller, sales manager of the Middle Atlantic District, Building Materials, all these places are very real — especially Anzio where he was captured by the Germans and taken to an officers' prisoners camp near Danzig, Poland. He was a company commander in the crack Rangers, predecessors of today's Green Berets.

Last August Ed and 39 other Rangers and their wives took a three-week trip through England, France, Germany, and Italy where Rangers spearheaded major Allied invasions. They were feted in London, in Bud in southwest England where they had trained on the 400 ft. high cliffs, and at Omaha and Utah Beaches. There were stops in Paris, Alsace-Lorraine, Caen, Verdun, Metz and Munich. Ed was amazed at all the new construction.

In Italy, landing areas in Salerno, Cisterna, Sorrento and Anzio were revisited. The last one brought back memories of his imprisonment. Near the close of the war the Germans moved the prisoners as the Russian army closed in on Danzig. Some of the men were forced to march 400 miles, but Ed escaped during the evacuation march and spent three months



LT. EDWARD MILLER, JR., now sales manager of the Middle Atlantic District, Building Materials Division, remembers D Day at Anzio twenty-three years ago. Last summer he revisited the area where he was captured and made a prisoner of war in World War II.

hitch-hiking through Poland and Russia before finally reaching Naples — near where the Anzio landing began — one month before the war ended in May 1945.

Ed is looking forward to the next Rangers' convention scheduled for 1969 in Miami, Fla.

WATCH THOSE ICICLES!

Those icicles that look so pretty on Christmas cards and winter photographs can be a serious hazard to life, limb and property, especially when they hang over walks and doorways.

You can never tell when an icicle will break away and strike or even stab someone as it falls. Even if no person is in its path as it falls, the broken pieces are a menace to those who walk the area later. Then too, drippings from icicles during daylight hours can result in ice

patches on steps or walks at night when the temperature drops.

When you use that broom or pole to knock the dangerous icicles down, remember to stand to one side so you won't get hurt in the process — and of course knock them away from windows or other objects that might be damaged. And finally, clean off the fallen ice from steps and walkways.

Robert Roby,
Safety Manager



Contributors

Reporters who contributed to this issue include: Thomas Flood, Alfred Breen, Catherine Brady, William Ford, William Grinavich, Mary Driscoll, Robert Pearson, Virginia O'Brien, Lucy Sullins, Robert Roby, Ted Pierce, Anne Campbell, Leonard Weaver, Rocco Phillips, Edward Knaus, Ruth Makarian, Donald Beck, Robert MacLeod, Stuart Laughlin.



HAPPINESS IS WAITING FOR SANTA to hand you YOUR gift at the annual Bird Club Christmas Party for Children.

Ten Win Free Turkeys At Annual Dinner Dance

"One of the best Bird Club dances." That was what all of the 300 people who attended the Bird Club Annual Dinner and Dance said about the party held December 9 at Glen Ellen in Mills.

The roast beef dinner was excellent, Santa's gifts of jewelry boxes for the women and quarter-yard ale glasses for the men were much appreciated, and the music by Chuck Dominico's Orchestra kept the couples happily dancing until late in the evening. During the party a drawing was held for Christmas turkeys. The ten lucky winners were:

Thomas Bailey, Fibre Box Plant; Paul Basilici, Paper Mill; William Grazado,

Advertising Display; Donald Hodges, Boiler Room; John Marcelonis, W. J. Hill; Sally Signoriello, Bird Machine; Joseph Smelstorf, Shoe Carton Plant; John V. Smith, W. J. Hill; Frank W. Wiberg, New London Mills; and Stephen Zinkowsky, retired.

Earlier in the day nearly five hundred exuberant children greeted Santa at the Walpole High School Auditorium when he arrived to distribute gifts to them. Before his arrival they were entertained by Uno Wiik of the Roofing Shipping Department, whose fame as a magician makes him one of the most popular of local entertainers. Santa, in the person of Raymond Berghaus of East Walpole, was most generous that day, visiting both the Children's Party in the morning and the Club member's dance at Glen Ellen in the evening.

John H. Pride Observes 25th Anniversary

JOHN H. PRIDE began his Bird & Son career at the Chicago Plant on November 24, 1942. Like most of the old timers, he started on the roofing machine then known as No. 1. He was on military leave from January 1944 to January 1946.

On his return he again went to work on the machine, staying there on various jobs until he became the Cutter and Winder operator. In 1953 he became an oiler in the Maintenance Department, the position he holds today.

He recalls the many changes in production methods from the old No. 1 and No. 2 machines to the present No. 6 machine, and the many changes that have taken place on No. 6 since its installation. John's family is pretty much grown up but he still has one young daughter living at home.

Cribbage Parties Add To Holiday Pleasure

Two well attended cribbage parties have been held since the last report in *The Bird Review*. Although the original schedule called for these parties to be held on the first Tuesday of each month, Chairman Edward Knaus announced that the January party would be held a week later, on the 9th.

At the November 7th party, the first prize winner was Adam Sirvinsky of the Norwood Post Office. Richard Murphy of Mansfield won second prize. Charles White of the Fibre Box Plant and William Bormet of the Maintenance Department won the baskets of fruit as door prizes; and Edmund Wenstrom of Norwood Roofing Plant won a free ticket to the December party with his low score for the evening.

On December 5, the second place winner of November's party moved into first slot — Richard Murphy. Second prize winner was Julia Lewis of the Mill Office. Baskets of fruit went to James Manninen of East Walpole and Edward Luipold of Norwood. Winning the ticket for the January party with low score for the evening was Lili Petroni of the East Walpole Maintenance Department.



"So much for the area code"

LONG SERVICE LIS

FEBRUARY 1968

Name	Year	Depts.
Francis J. Curran	2-23-23	Office
Alma Walth	2-26-23	Finishing Mill
J. P. Roslauskas	2-28-38	Roofing
Frederick Stahnke	2-8-43	Roofing
John E. Clancy	2-10-43	Fibre Box Plant
Percy E. Spies	2-15-43	Fibre Box Plant
Harris Aulenbach	2-22-43	Fibre Box Plant
Louis Gabrielli	2-22-43	Roofing
Harrison W. Holton	2-16-48	Paper Mill
W. W. Eisner, Jr.	2-16-48	Fibre Box Plant
Edward Adamonis	2-17-48	Fibre Box Plant
Joseph Zablowki	2-17-48	Roofing
David H. Wohler	2-9-53	Fibre Box Plant

MANCHESTER

Raoul E. Desmarais 2-2-53

PHILLIPSDALE

Robert W. Pearson 2-14-38 Office
Paul J. Hamel 2-3-43
Pasquale Cicerelli 2-2-53
James M. W. Gordon 2-2-53
Antonio Pimentel 2-2-53

CHICAGO

Theodore Pikes 2-16-53 Salesman

CHICAGO FELT MILL

John Bielowski 2- -48 Asst. Supt.

SHREVEPORT

Joseph H. Maricelli 2-7-38
Ashford E. Sheppard 2-2-43
Willie R. Landrum 2-21-53
R. Dale Adams 2-17-58 Supt.
Roger L. Moore 2-25-58 Salesman
Burton L. Pevey 2-18-63 Salesman

CHARLESTON

S. H. Williamson 2-3-58 Salesman
W. J. Hill CO.
James McCarthy 2-16-48
Stuart E. Correll 2-6-53

G. W. DINSMOOR DIVISION

Robert A. Watters 2-3-28 General Mgr.

JOHN H. PRIDE, who just celebrated his 25th Anniversary at the Chicago Roofing Plant.



Excessive Speed is Generally the Culprit

"The driver who breaks every rule of the road

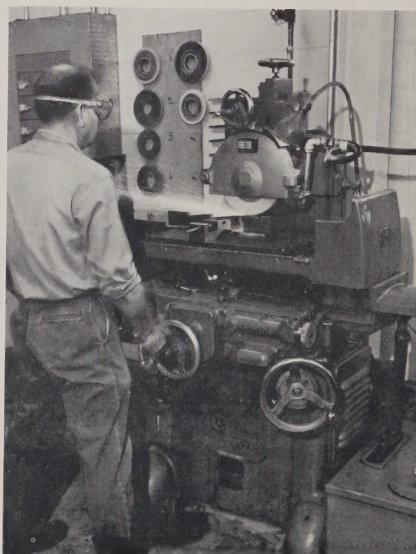
May very well reap just about what he sowed."

This message is contained in The Travelers Insurance Companies annual highway accident booklet, which reports 52,500 deaths and 4,400,000 injuries last year. Statistics in the booklet were compiled from reports by state motor vehicle departments.

Excessive speed is blamed for more than 41 percent of the highway deaths last year. It is the largest single factor in all fatal accidents resulting from motor vehicle departments.

To help prevent accidents, a Travelers spokesman suggests that drivers update driving skills by taking a driver refresher course; practice 'defensive driving'; limit driving when tired; adjust speed to highway, weather, traffic and other conditions; and don't drive while under the influence of alcohol.

REPAIRING DIE LIPS at the surface grinder in the shop at the new Solid Vinyl Materials Plant in Bardstown. The operator, Leo Walker.





RIGHT SLEEVE SESSION of freshmen salesmen being instructed on the merits of Bird Vinyl Products by Donald Clay, Vinyl Products sales manager for the Northeastern Division.

Make it Safe and Easy with Snow Blowers

Do you own a snow blower to clear your driveway? Whether you just got one for Christmas or have been operating one for several years, these reminders from Safety Manager Robert By are important to remember:

If you haven't operated a power snow blower before, read the complete instructions carefully and be sure you understand them before starting to operate the blower.

Don't start the engine if there is a gasoline spill on the machine or on your clothing. Gasoline is highly flammable.

Keep clothing and fingers and feet clear of the moving machinery at all times.

Be sure the stream of snow is moving away from people and from buildings, as flying stones and chunks of ice can inflict damage.

Stop the engine and remove the spark plug before unclogging, adjusting, oiling or repairing any part of the machine.

Keep the pulleys and belt enclosed within the sheet metal guard. This machinery should not be left exposed while operating.

Fourteen Receive Suggestion Awards in Last Two Months

In November and December three employees won extra suggestion awards of \$25 for having had three money-saving suggestions accepted: Elwood Drake, Phillipsdale; Joseph Watkins, Norwood Roofing; William Grinavic, Shoe Carton Plant.

Regular awards were paid as follows:

NOVEMBER:

Elwood Drake, DPM	\$25
Paul J. Dubay, FXR	25
Joseph Watkins, FBPM9	25
Paul K. Cooley, FXR	5

DECEMBER:

William P. Carr, FBM	25
Billy E. Curtis, FSM	25
William J. Grinavic, FXR	25
Walter Hixson, FBPM9	25
Wilmer Wiggins, FXC	25
Paul J. Dubay, FXR	5
Isiah Jennings, FCPM6	5
Stanley Paszkiewicz, FJM	5
Theodore F. Pierce, FBM	5
Frank Vargo, FJG	5



BARDSTOWN'S NEW OFFICE, taken through the window of the reception desk. Manager Donald Frazier's office is at the left and behind that the superintendent's office. At the desks are a Delaney, Office Manager James Thompson, and Joseph Johnson, inventory clerk.

Kentucky Power Company Salutes Bird-Bardstown

When the September issue of "Light-Heat-Power" was mailed with the monthly statements to 220,000 Louisville Gas and Electric Company customers, Bird & Son had front cover billing. The cover was a picture of the new Bird Vinyl Plant at Bardstown.

Inside was a full page story on the company, its far flung operations and in particular the story of the \$2 million Solid Vinyl Materials Plant at Bardstown.

James Costello

JAMES F. COSTELLO, 87, retired truck driver at the East Walpole Maintenance Department, died at the Norwood Hospital on November 18.

A native of Norwood, he lived at 32 Wheelock Avenue, and had worked at Bird & Son for 31 years, from August 1918 to June 30, 1949.

Funeral services were held November 22, with a requiem mass at St. Catherine of Sienna Church, Norwood. He is survived by a sister, Sabina R. Costello of Norwood, who retired several years ago from the Building Materials Sales Department.

Agnes Foley

AGNES J. FOLEY, 19 Myrtle Street, Norwood, died on November 22 at the Norwood Hospital after a prolonged illness.

She was born in Norwood and worked for Bird & Son from August, 1919 until her retirement on December 31, 1964. She was first employed at the East Walpole Mill Office and from 1924 in the Accounting Department at the Main Office.

She is survived by three sisters, Winifred R., Rachel C. and Mary B. Foley, all of Norwood. Mary is a former Bird & Son employee, who retired from the Floor Covering Sales Division in 1959.

Funeral services were held November 25, with a high mass of requiem at St. Catherine's Church, Norwood.

Nora Feeney

NORA L. FEENEY, 30 Plimpton Avenue, died in Norwood on November 29, in her 67th year.

A lifelong resident of Norwood, she worked for Bird & Son continuously from January, 1926 to her retirement in December, 1963. For two years she worked at the No. 2 Box Shop, and then became a stapler operator at the No. 1 Box Shop where she continued to work to her retirement. Funeral services were held Saturday, December 2, with a solemn high mass of requiem at St. Catherine's Church, Norwood.

Edward Keefe

EDWARD A. KEEFE, Norwood Roofing Plant employee for the past 19 years, died December 8 at the Norwood Hospital at age 62. He began his Bird & Son employment on June 2, 1948, and had worked in several of the plant departments including Cleaning, where he was employed at the time of his death.

Funeral services were held at St. Cath-

erine's Church, Norwood on December 11. Surviving him are his wife, Gertrude, and two daughters, Miss Kathryn Keefe and Mrs. Joan Brady, both of Norwood.

Recent Deaths

erine's Church, Norwood on December 11. Surviving him are his wife, Gertrude, and two daughters, Miss Kathryn Keefe and Mrs. Joan Brady, both of Norwood.

William Stewart

WILLIAM L. STEWART, tractor driver at the Norwood Roofing Plant, died on December 19, 1967 at the age of 53. He had not been in robust health for some time.

Joining Bird & Son's Roofing Plant as a pick up man on No. 1 Roofing Machine in March 1941, he worked on many of the machine operations before transferring to the Yard Crew in 1952. He had been a tractor driver for the past three years.

He served in the U.S. Marine Corps during World War II from March 1944 to May 1946. He was many months in the Pacific area and participated in the fighting at Okinawa.

He is survived by his wife, Marie, of 107 Carpenter Road, Walpole, a son, William, Jr. with the U.S. Navy in North Carolina, and a brother, Thomas, of Norwood. Funeral services were held on December 22 at the Ginley Funeral Home, Walpole.

Henry Brandau

HENRY A. BRANDAU (Harry) retired Chicago Office employee, died on November 30, 1967 after a short illness. He was employed by Bird & Son from October 1, 1920 to his retirement on June 30, 1958. At the time of his retirement he was Traffic Manager of the Chicago Plant.

After retirement he continued to live in Chicago and had been in fairly good health up to his final illness.

He is survived by his widow, a granddaughter and two great grandchildren. He was buried from the Ketcham Funeral Home in Chicago on Monday, December 4.

Theodore Parker

THEODORE R. PARKER, a Chicago employee since July 30, 1958, died on November 30. He had been away from work since May of 1967 when he underwent major surgery and had been in and out of the hospital since that time. Ted worked on the roofing machine and also in the Vinyl Department when it was here. When this department closed down he went back to the machine and worked on various jobs until his passing.

He is survived by his widow and three children. Funeral services were held in Chicago on December 9.

Changes in Accounting Provide Prompt, Accurate Information

Effective January 1, 1968, the Accounting and Financial groups were realigned. This reorganization is designed to put these groups into a better position to furnish management, at all levels, with prompt, accurate information concerning the operations of the company. The old Cost, General and

Profit Planning departments have been discontinued and replaced by Building Materials Accounting Group, Paperboard Products Accounting Group, and Corporate Accounting Group.

Personnel appointments made as part of this realignment are:

BUILDING MATERIALS ACCOUNTING GROUP

Ronald G. Babcock — Controller
George Johnson — Assistant Controller
Harlin Heere — Financial Planning Supervisor
Richard Barnard — Financial Planning Supervisor

PAPERBOARD PRODUCTS ACCOUNTING GROUP

David G. Carreau — Controller
Gustave Sacre — Assistant Controller
Robert Tiernan — Financial Planning Supervisor
Donald Ritucci — Financial Planning Supervisor

ACCOUNTING RESEARCH

Allan Jones — Accounting Research Manager

CORPORATE ACCOUNTING GROUP

William Shaw — Corporate Accounting Manager
Lawrence Lindblom — Office Manager
Joseph Zilfi — Accounting Supervisor

Henry Mattson Appointed To Succeed William Murphy

Following the retirement of William Murphy at the end of the year, Henry E. Mattson was appointed foreman of the Shipping Department at the East Walpole Fibre Box Plant.

After a hitch in the Navy in World War II, ending in December 1945, and a short period of employment in construction, Henry Mattson joined the crew on No. 2 Combinder at the Fibre Box Plant on October 9, 1946. Two years later he became a crane operator, and in May 1964 he was selected for promotion to a foreman in the department, assisting Foreman Bennie Paleiko. He had also worked at the Shoe Carton Plant of Bird & Son for a year, prior to World War II.

Henry and his wife, Theresa, live at 278 Common Street, Walpole. She is a nurse at the Norfolk Correctional Institution. At home also is their youngest son, Jeffrey, 10, who attends 5th grade, and their older son, Peter Dale, who is an apprentice steamfitter. Henry is a golfer in the Bird Club League, likes to hunt and fish in season, and this time of year keeps in shape going to square dances. If you don't consider square dancing as physical exercise, try it some time, says Henry. He and Mrs. Mattson dance regularly with the Happy Squares in Stoughton.



Henry Mattson



Oresto Conti

Conti is Night Foreman At Phillipsdale Felt Mill

Oresto J. Conti was appointed night foreman at the Phillipsdale Felt Mill, effective November 27, 1967. Hired at the Board Mill of the Phillipsdale Plant in December 1953, he transferred after three months to the Felt Machine and has worked on many jobs there including several years as machine tender.

Prior to joining Bird & Son he was educated in the Barrington Public Schools and at the Rhode Island School of Design, evening division. After high school he worked for several years for Collins & Aikman Corp. in West Barrington; when the company moved south, he looked for other work and found it at Bird & Son.

All the Contis enjoy and play a good game of golf, even the youngest, eight-year old Dino. But for Oresto it is a way of life, after he leaves the mill yard. At the Sun Valley Golf Club in Rehoboth where he has been a member for six years, he has been Club Champion for four years, and runner up the other two. At the Louisiquett Golf Club in his first year of membership he was Club Champion and Medalist. He won the Rhode Island State Public Links Championship in 1955, and for three consecutive years was winner of the Governor's Cup in the Jimmy Fund competition at Pocasset Golf Club.

The other Conti golfers are Mrs. Conti, Rena; Richard, 17, Oresto, Jr., 15, Angela, 13 and Dino, 8.

Oresto is an ex-Marine, serving 3½ years as a sergeant in World War II, including 15 months in the South Pacific and one year on M.P. duty in North China.

Quartz is a very useful glassy-like material. Much of our milk is bottled in quartz.

Child's essay quoted by Art Linkletter



THE STRIKING BIRD & SON EXHIBIT at the National Association of Homebuilders Show in Chicago last month.

Bird Exhibit in Chicago Attracts Thousands

BIRD & SON, The Classic Name in the Building Field, attracted more visitors than in any previous year, at its exhibit at the exclusive National Association of Homebuilders Show, in Chicago during the week of Dec. 3.

Crowds of upward to 40,000 jammed the Chicago International Amphitheatre to view the annual builder's spectacular. Over 400 corporate exhibitors occupied booths.

A red carpet ushered visitors into the BIRD exhibit to view the latest innovations in Solid Vinyl Building Products, and to view the unusual sequence of photographs depicting the sales features of the Wind Seal "JET" Roofing Shingle.

More than 300 names and addresses were collected from interested persons who wanted to be contacted by BIRD representatives on their return to their businesses.

The exhibit was manned by sales representatives from the Chicago Office.

Larger Dividend Voted at N. C. Union Annual Meeting

An extra dividend of ¼% was voted at the annual meeting of the Neponset Credit Union held at the Main Office on November 8, 1967. The members voted a regular 6 month's dividend of 4¾%, plus an extra dividend of ¼%, as recommended by the Board of Directors.

Five members of the Board were returned to office in the election held that day: John J. Burke, retired; Joseph P. Lynch, Bird Machine Company; Mary E. Moylan, Credit Union; and Howard S. Whitney, retired, were re-elected for a three year term; and John E. Reddick was re-elected for a one year term.

Treasurer Mary Moylan reported that total assets climbed over the \$4 million mark in 1967. They were \$3,816,000 in 1966, and \$4,181,103 at the end of October 1967. Nearly \$4 million in shares were owned by members. Loans to members totalled over \$2,977,000, the largest section being in real estate mortgages.

Thirty Studying Under Tuition Aid Program

Thirty employees took immediate advantage of the new program of Tuition Aid announced by the Company in September. Some of the short term courses have already been completed and the individuals reimbursed. Reimbursement for the longer courses will be made as soon as the individuals present evidence that the courses have been satisfactorily completed.

Many different subjects were approved, including such programs as Business Administration, Machine Shop, Computer Programming, Cost Accounting, Purchasing, Industrial Foremanship, training for firemen at second class engineers, Economics, Income Taxes, Data Processing. A few home study, correspondence courses were included, but most of the 30 were evening study courses in the schools and colleges of the major cities where our plants and offices are located like Boston, Chicago, and Shreveport.

The rules are simple, for anyone who wants to sign up in the future:

Up to \$250 will be refunded by the Company in any calendar year.

The course must be approved in advance, although the choice of subject and school is left to the individual employee; the school must be an accredited educational institution and the course in some way reasonably related to the work of the employee or to the operations of Bird & Son, inc.

Refund is made upon presentation of the bill after satisfactory completion of the course. Anyone interested should apply through his foreman or department supervisor, who has a copy of the complete instructions and regulations.



"Rushing the season? I haven't closed it yet"

The BIRD REVIEW

Volume 56 No. 2

Published for Bird & Son, inc. employees and their families

February 1968



TOP WINNERS OF 1967 receive substantial checks and congratulations of top management. Seated are President Jenkins, flanked by Joseph Antanavich, right, winner of the Best Suggestion Award for 1967, and left, Michael Sadaway, winner of the second prize. Third prize winner was Sam Hicks of the Shreveport Plant. Standing behind the winners are General Maintenance Foreman Lili Petroni, Vice President G. J. Tooker, Executive Vice President B. P. Ward, Treasurer and Secretary J. C. Ramebeau, General Manager R. A. Watters of the Dinsmoor Division, and Vice President P. I. Knight.

INNOVATE IN '68 Sets Building Materials Sales Goals for Next 12 Months

Bird & Son's growth stands as a symbol of imaginative and creative thinking—a history of constant innovation," said General Sales Manager Howard Heideman at the year-end sales meetings of the Building Materials Group. "In order for us to accomplish very challenging sales objectives in 1968, we must implant this innovative spirit into our sales thinking. Time in our past is this more important than now." Thus Mr. Heideman set the theme for 1968, emphasizing the slogan displayed on a large banner at each meeting — "INNOVATE IN '68."

At Charleston, Shreveport and Chicago he held their own meetings in January. Perth Amboy and East Walpole combined at a conclave in New York. Heideman was coordinator for four meetings.

Accompanying Mr. Heideman from the Home Office were Group Vice President Philip C. Johnson, Director Advertising Leonard Niese, Product Development Manager Leonard Weaver, Built Up Roofing Manager William R. Wright, Merchandising Sales Manager William E. Smith and Advertising and Sales Promotion Manager D. Stuart Laughlin. F. Lee Russell, Manager Built Up Roofing for the

Southeastern and Southwestern Divisions, and Damon Carter, vice president, Reach, McClintock and Co., Inc. (continued on page 4)

U.S. Patent Issued on BIRD FIRESCREEN Shingle

Caryl E. Hinds is the Inventor

The Bird FIRESCREEN shingle, introduced in 1965, and manufactured at the Charleston, South Carolina plant, is now protected by a patent. This highly fire resistant product was developed by Caryl E. Hinds of the Product Development Laboratory in Norwood. Before it was put on the market it was fully tested and qualified for the Class A Fire Underwriter's label, indicating that it provides the maximum in fire resistance.

Patent No. 3,335,322, "Fire Retardant Roofing Material" was issued in January in the name of Caryl E. Hinds and assigned to Bird & Son.

About 1962 Mr. Hinds was given the assignment at the Building Materials Development Laboratory to find a material which when placed on an inner layer of a double-surfaced shingle would froth and foam — intumesce is the technical term — when exposed to high heat. The company was searching for a material that would react in this manner to resist firebrands landing on a roof or to prevent a roof from catching

(continued on page 2)

Joseph Antanavich is Winner of Best Suggestion Award of 1967

Michael Sadaway Wins Second Prize; Sam Hicks, Shreveport, Third

Year end honors for the best suggestions of 1967 were shared by men from three different plant locations. At a meeting in the Directors' Room on January 18, President Jenkins presented the award for the Best Suggestion of 1967 to Joseph Antanavich

of the George W. Dinsmoor Division at Lawrence, and the Second Best Suggestion Award to Michael Sadaway of the East Walpole Maintenance Department. Mr. Jenkins announced that the third award winner was Sam H. Hicks of the Shreveport Roofing Plant.

Joseph Antanavich, who received an initial award of \$1200.00 last August, suggested and designed a new type of adhesive coating machine and combined it with an automatic cut-off saw. The result has been a much more efficient production operation and a final product of higher quality. It is one of the best suggestions received in the Bird & Son Suggestion Program in many years.

Mr. Antanavich has been employed at the Dinsmoor Plant since October 1960. At the time he made his suggestion he was a tube winding operator. On October 1, he was promoted to project engineer for the Lawrence Plant. While working for his previous employer, Pacific Mills, Joe received awards for several suggestions, including a large award of \$1,000.00 for development of an attachment to a loom which permitted continuous automatic control of quality. As project engineer he is currently working on a number of ideas which will improve the production processes at the Dinsmoor Plant.

Michael Sadaway's suggestion, "Make Damaged Rolls of Paper Usable," provided a method of salvaging expensive rolls of paper used in certain operations at The Fibre Box Plant. Over a period of several years a large number of damaged rolls had accumulated which could not be used until a way was found to cut a new center through the roll so they could be mounted on shafts at the combiner. Several methods have been tried unsuccessfully and the only other solution appeared to be sending them away for rewinding at a high cost. Mr. Sadaway devised a method for burning a hole through each roll at a very considerable dollar saving. A special award of \$250.00 was paid him in December and another \$350.00 at the January meeting for a total special award of \$600.00, plus the second prize money of \$100.00.

(continued on page 2)

Bjorn Lehto Named Mill Manager E. W. Paper Mill



Bjorn Lehto

On January 11, 1968 Vice President George Tooker announced the appointment of Bjorn Lehto as mill manager, Paper Mill Operations, at East Walpole.

Mr. Lehto has been managing superintendent of the paper mill at Paterson Parchment Paper Company, Bristol, Pa. since 1964 and before that was a plant supervisor at the same mill for three years.

He was born in Finland and received his technical education at the Finland Institute of Technology in Helsinki where he obtained an M.S. degree in Pulp and Paper Technology in 1955. After nearly two years of paper mill production experience in Finland (plus 10 years of summer work in paper mills) he came to the United States in 1957 as project engineer at the West Virginia Pulp and Paper Company in Mechanicville, N.Y. In 1959 Mr. Lehto joined the Allied Paper Corporation in Kalamazoo, Michigan as senior research group leader, remaining there until joining Paterson Parchment Paper Company in 1961.

Mr. and Mrs. Lehto and their three children have been living in Levittown, Pennsylvania. They will soon be making their home in this area.



Published for the employees of Bird & Son, Inc., and their families.
Editorial Office at East Walpole, Mass.

Member of Mass. Industrial Editors' Association and International Council of
Industrial Editors, Inc.

EDGAR M. GROUT, Editor

JOHN J. MURPHY, Adviser



THREE NEW ASSIGNMENTS in the Norwood Division of the Building Materials Group were announced last month: Left, J. D. Johnston, general manager of the Norwood Division, who takes on the additional responsibilities of manufacturing operations at the Norwood or Phillipsdale Plants; center, J. D. Conrad, assistant general manager; right, John A. Hixon, Local District sales manager.

Year-End Suggestion Awards

(continued from page 1)

Mr. Sadaway has worked for Bird & Son for nearly 35 years, starting in July 1933 at the Shoe Carton Plant. He became a pipers' helper in the Maintenance Department in 1946, a B mechanic in April 1950 and blacksmith for the company in June 1951, the position that he presently holds.

Sam Hicks, who received an award of \$50.00 for the Third Best Suggestion of 1967 for his idea entitled "FSPM#1 Shingle Slitters," showed a way to save a substantial sum by using discarded slitters from the Felt Mill. He devised an adapter which makes it possible to use the slitters at the shingle machine. Not only did this save the cost of buying new slitters but it was found that the old slitters actually did a better job of slitting. Mr. Hicks received a special award of \$250.00 on his idea last September.

A special award of \$225 to John Raposa of Phillipsdale was also announced by Mr. Jenkins, but Mr.

Raposa was sick that day and could not be present in person to receive it. The check was presented to him later.

His suggestion, "Change Centri-Screen Tailing Line," changed the direction and pitch of the pipe line which removes waste material from the stock preparation section of the machine. Four elbows were eliminated which caused the line to plug up. About one shut down of the machine per month has been saved.

John Raposa has worked at Phillipsdale since April 1946, when he started in the Cutter Room. He was in the Shipping Department for a time, and since 1952 has worked on the Felt Machines. For the past three years he has been machine tender on No. 3 Machine.

There were two regular awards paid in January, both of them for money-saving suggestions:

Henry A. Thomas, FBPM1	\$25
William Matchekowsky, DPM	25

Quarter Century Time In Mass. and R.I.



Carmino Sirignano

The Phillipsdale Felt Mill salutes several men who have celebrated their 25th anniversaries recently. In December there were three:

AUGUST ENOS, who reached his quarter century mark on December 14, worked at the Boiler Room for a short time before transferring to the Insulation Board Mill. After three years there, he went to the Transfer Department, and then to various departments until 1966

when he again returned to the Transfer Department on his present job of tractor and tractor driver.

August and his wife live at 166 Fox Street in East Providence.

Phillipsdale's night oiler, ALBER KAISER, started two days after August Enos, on December 16, 1942. He tried various jobs the first three years, then settled on the night oiler's job which he has done for the last 22 years. We understand Al enjoys farming and does quite a bit of it at his home in Warren, R.I. where he and his wife, Nellie, live.

CARMINO SIRIGNANO has worked here whole 25 years in the Felt Shipping Department where he started on December 21, 1942. He clearly recalls that when he started, small rolls were being manufactured that had to be pushed from the machine down the platform to the storage area. For shipment, rolls were double-decked on the trucks and again pushed by hand in most cases.

Joe (Carmino) will never forget his first boss, Leslie Howard (now deceased) who sometimes left him instructions on a memo written backwards. This caused no end of trouble until Joe discovered the trick and used a mirror.

Joe's wife, Mary, is a former Phillipsdale worker who was employed in the Shipping Room during World War I. The Sirignanos make their home in East Providence. Three of their four children are married and have brought the grand parents happiness with eight grandchildren. At one time Joe was interested in stock car racing, but tells us he has given that up now for milder entertainment such as watching TV.



Alice Hennessey



Octavius Venterosa

ALICE HENNESSEY of Paperboard Products Group Accounting is now the proud owner of a Bird & Son Quarter Century pin and scroll. She joined the 25-year group on January 14.

Alice has worked in the Cost Department since she started to work for Bird

FIRESCREEN Shingle

(continued from page 1)

ing fire from the heat of an adjacent burning building.

While trying different chemicals and methods, Caryl hit upon the reaction that takes place between silicate and borax. He developed a method for forming a gel surface around each granule; the gel surface is then dried and the coated granules put into the shingles.

When exposed to a fire the gel coating foams up and expands, forming an insulating layer in the shingle. It fuses the granules into a ceramic type heat barrier which has proved very effective. The Class A Underwriter's label indicates that the degree of protection offered is equal to that of slate or ceramic tile.

The process of coating the granules is very similar to that used by Bird & Son to color roofing granules. Five trial runs were made at the Charleston Plant before a successful formula was discovered.

Production of the FIRESCREEN shingle started in late 1965. The product is having excellent acceptance, especially in the many cities and towns now requiring roofing material with a Class A Fire Underwriter's label.



PLAY IT SAFE:
Start now
to save
their hearts

Help your children form good health habits now to reduce risk of heart attack later:

- Encourage normal weight; obesity in youth may persist throughout life;
- Build body health through regular physical activity;
- Serve them foods low in saturated fats;
- Teach them that cigarette smoking is hazardous to health;
- Make medical check-ups a family routine.

Set a good example. Follow the rules yourself and guard your heart, too.

GIVE...
so more will live
HEART FUND

Contributed by the Publisher

Son, coming here with several years of previous bookkeeping experience in the Yalpole Trust Company and the Taunton Gas Company offices. Her first supervisor here was Ernest Coleman.

As the years have passed, Alice has been intimately connected with the company's new techniques in cost accounting and is now a member of the newly-established Paperboard Products Accounting Group.

She lives with her husband, Dan, in Yalpole. If you visit them at their home 39 Benny Street, you'll undoubtedly be greeted first by "Buttons," their lively dog Terrier. Her pride and joy are her nephew's children, Lisa and Ronnie. Lisa and Ronnie's parents are Mr. and Mrs. George Mather. George works at the same Department of the Fibre Box plant. Ask her favorite hobby and she'll tell you it is playing whist with her ends.

Handling rolls of paper in the Stock Transfer Department was OCTAVIUS (TAPPY) VENTEROSA's first job when he joined Bird & Son on January 13, 1943. His boss was John Curran, and his father, Anthony, had worked for many years for the company in the Paper Mill.

After three years in military service with the U. S. Navy (1943 to 1946) he returned to his job and advanced to the position of checker, tractor and crane operator. Deciding that he would like to continue as a piper, he transferred to the Maintenance Department in April 1957. Four years later he had attained the rating of an "A" piper, the job he holds today.

Tappy's wife, Stella, is the sister of Fred Mucciaccio, former machine tender on No. 3 Paper Machine. They have three children: Debbie, 10, Donald A., and Alan Francis, 16. Alan, a junior at Norwood High School, has become well known in roller skating circles; recently, accompanied by his father, he

traveled to Fort Worth, Texas to skate in a national competition.

Tappy and Stella are rightly proud of their home at 209 Richland Road in Norwood where they have done the landscaping themselves and where Tappy has built a garage and breezeway addition himself. Home improvement is his chief hobby, but he's a sports fan, too, and in his younger days was a good player in several sports. At high school he played baseball, basketball and football. He played on the undefeated football teams of 1942-1943 — a record which hasn't been beaten since. Later he played semi-pro football on the Dedham Town Team.

After high school days, he tested his basketball skills by trying out for the Boston Celtics, playing then against Chuck Connors, better known now as the Rifleman on TV. Tappy admits to being a fair bowler, and in the past he has played a good game of baseball in the local Park League and on the K. of C. team; and softball with the Bird Club, and the Ortin Sport Shop and the K. of C. teams in Norwood.



TWENTY-FIVE YEAR SCROLL AND PIN for Frederick Dawson of the Dinsmoor Plant is presented to him by General Manager Robert Walters, right, as Production Manager Christopher Corbett stands by to offer congratulations, too. The picture on the wall is of the late George W. Dinsmoor, founder of the Dinsmoor Company which is now a division of Bird & Son.

Twenty-five years ago last month FREDERICK DAWSON began work at the George W. Dinsmoor Plant in Lawrence. He is now the operator of the slitter at Machine No. 1.

Fred went to work at the early age of fourteen in the Acadia Mills as an oiler boy and before joining Dinsmoor had worked at various textile mills in the Lawrence area.

He has served as vice president of the Dinsmoor Associates for the past three years and before that was a director. These offices are an indication of the fact that he is popular and well liked by his fellow employees. Sports of all kinds appeal to him, his favorites being baseball, football, swimming, and bowling. He is a member of a bowling team in the local Michaels Motors Candlepin League with an average of 98.

Fred and his wife, Elizabeth, live at 32 Water Street, North Andover with their younger daughter, Carolyn who is a junior in high school. Their older daughter is Mrs. Joyce Cooney of Marlboro. There are three grandchildren.



Antonio DiFonzo

ANTONIO DIFONZO completed 25 years with Bird & Son at the Phillipsdale Plant on January 26. He has worked in either felt shipping or insulating board shipping all this time, mostly as a checker. He is presently the checker for board shipments. He recalls when a good average shipment was 200 to 250 boards, and now it is nearly 500 per load for Roof Insulation and 650 on some types of Backer Board.

Tony and his wife, Lina, live at 123 Fifth Street, East Providence. Three of their four children are married; Cecelia is the one at home. Albert graduated from Bryant College and John is attending the University of Rhode Island. Their married daughter, Lillian, lives in East Providence. There are four grandchildren. This past December Antonio and his wife spent a nice winter vacation in Georgia visiting with their son's in-laws. Tony is looking forward to summer to get back to salt water fishing again.

800 Million Cavities In Need of a Dentist

Had a dental check-up lately?

For too many Americans the answer is: "No." Half of our children under 15 years of age have never been to a dentist. Surveys show there are nearly 800 million tooth cavities in need of treatment in the United States, as well as more serious dental disorders, including gum diseases and oral cancer. Early detection by the dentist is critically important in treating such disorders.

Our national bill for dental care is about \$3 billion yearly — and that is just a small fraction of the amount (an estimated \$20 billion) that would be needed to treat every one who now should be treated. . . if there were enough dentists to provide all this care. One dentist serves approximately 2,000 Americans.

You can see why research on ways to prevent oral illnesses is one of the fastest growing of health sciences. In addition to the Public Health Service's National Institute of Dental Research at the National Institutes of Health in Bethesda, Maryland, dental schools, universities and other institutions throughout the Nation now are stepping up the pace of studies in this field. In every region of the Nation, too, great new dental science centers are being organized to speed research findings to family dentists and specialists and to help improve research and education.

Meanwhile, much dental trouble could be avoided if people would follow good old habits of oral hygiene. Brush teeth regularly. Have tartar removed periodically. Maintain a good, balanced diet. As for between-meal snacks, re-

searchers are trying to develop foods that will actually help teeth resist decay.

There are rules for oral health even for the more than 20 million adult Americans who have lost all their teeth. For example, research has shown that do-it-yourself reliners for false teeth may in time lead to bone disorders, making subsequent professional care more difficult, painful, and expensive. On the other hand, dental science is developing better and better material for artificial teeth. A new adhesive glues porcelain teeth so tightly to plastic bases that pins of precious metal no longer are needed — saving about \$8 million each year in manufacturing costs. The adhesive is called "gamma-methacryloxypropyltrimethoxysilane" — more of a mouthful than the dentures, themselves!

A major cause of disease of the gums is tartar, or calculus, which forms along the gums, resulting in swelling and inflammation. As the disease progresses, the gums become more inflamed and pull away from the teeth. Germs may invade, create more inflammation, and worsen the condition. Until science learns more about the process, your best protection, as always, is good oral hygiene and regular check-ups.

TOP OF THE NEWS

MAIN OFFICE

We are happy to welcome Thomas G. Sullivan who rejoined Bird & Son on January 1. Tom is now a sales representative in the Building Materials Division. As many will remember, Tom was formerly sales manager of the Industrial Division of Floor Covering. More recently he was with Sullivan Associates, Incorporated in New Haven, Connecticut. He and his wife, Vera, live at 100 Hillview Avenue, Hamden, Connecticut. His son, Tom, Jr. is in the Shoe Carton Sales Division.

Mrs. Alice Hennessey of the Paperboard Products Group Accounting celebrated her 25th anniversary with the company last month. A luncheon in her honor was given by her fellow employees at Holiday Haven on January 12. Everyone attending had a very enjoyable time, especially the guest of honor. After the luncheon, a box of candy, a silver bowl with a money tree and flowers were waiting on her desk.

Francis Macaulay, Northeastern cooperative student, has again returned to work in the Accounting section and Herbert Batchelder, his alternate, is back at school studying for three months. Francis is majoring in accounting and is presently in his third year. Activities include playing basketball for the Northeastern Huskies, serving as a member of the Social Committee and on the Class Board.

Dorothy McElenny flew out to St. Louis, Missouri to spend her vacation with her sister and family.

We welcome James McDermott of Norwood and Werner Track of Lincoln to the Building Materials Group Accounting.

Mrs. Sandra Pitas who worked in the Building Materials Sales Office became the mother of a baby girl on January 22. The baby's name is Natalie Ann.

Wayne Bartoni, who had been pursuing a BS Degree in Business Administration at Suffolk University, has recently transferred to Clark University in Worcester to complete his education.

(continued on page 6)

The economy may suffer if auto sales drop — but that's the American way: we have to buy more cars than we need or we'll never be able to afford them.

Jack Wilson

You may only need seat belts once.

(but which once?)

Sales Meetings

(continued from page 1)

(Bird & Son advertising agency) also attended the meetings.

Group Vice President Johnson reviewed the previous years' sales performance and announced the goals for 1968. He spoke of the valued relationship between Bird salesmen and distributors and the need for each to cooperate with the other in generating profitable sales. "Our markets are continuing to grow," Johnson said, "and they will continue to accelerate. Our future sales opportunities are frightening, exciting and endless. In 1968, we expect our sales to increase very significantly. They must and they will." Areas that were given special attention at each of the four meetings included Advertising and Sales Promotion, Built-Up Roofing, Solid Vinyl Building Products and the "no cut-out" line of Asphalt Roofing Shingles.

Recent Deaths

William Misevicius

WILLIAM MISEVICIUS, who spent most of his Bird & Son career on No. 1 Roofing Machine, died in a Connecticut nursing home on January 9.

Born in Lithuania, he began working at the Norwood Roofing Plant as a finisher in August 1927. Ten years later he transferred to the No. 1 Roofing Machine, holding several jobs at different times there until his retirement on December 31, 1956.

Funeral services were held in Norwood on January 12 with a requiem mass at St. George's Lithuanian Church. He is survived by two nephews who live in Connecticut.

John R. Whitehall

JOHN R. WHITEHALL, inspector on No. 6 Machine at the Chicago Roofing Plant, passed away on January 16, 1968. He had not worked since August, due to illness, but seemed to be improving until stricken with a heart attack which caused his death soon after reaching the hospital.

John had worked at the Chicago Plant since August 6, 1941. For many years he was in the Yard gang and for the past few years he had been an inspector on the Roofing Machine. He is survived by his widow, one daughter and two brothers. Funeral services were held on January 20th.

Charles Smith

CHARLES SMITH, retired from the Phillipsdale Plant in 1949, died on January 23 at the age of 86.

Born in Brunswick, Maine, he had lived in Rumford, R.I. for fifty years and was a maintenance man at the Bird & Son Phillipsdale Plant from October 1916 to his retirement in December 1949. He lived at 68 Campbell Avenue, Rumford.

Surviving him are his widow, Mrs. Elizabeth Smith, two sons, Charles R. of Rumford and Everett L. of Auburn, Wash., two brothers, a sister and one grandchild. Funeral services were held January 25 at the J. H. Williams and Co. Funeral Home in East Providence.



ATTENDING THE SHREVEPORT SALES MEETING:

Kneeling, left to right: F. A. Meyers, H. P. Hyde, D. P. O'Connell, C. C. Futrell, B. L. Pevey, A. R. Sawyer, C. R. Preddy, J. C. Pope.

Sitting: O. N. Sherburne, T. D. Blanchard, F. B. Ross, A. G. Harper, L. W. Weaver, P. C. Johnson, F. H. May, R. F. Jenkins, H. H. Heideman, L. C. Niese, F. L. Russell, W. E. Smith, R. D. Adams.

Standing: J. W. Cope, H. Cowart, J. M. White, J. E. Evans, J. Powell, G. A. Sayres, W. M. Wycoff, J. D. Cook, H. W. Williams, H. B. Beauchamp, J. K. Colvin, L. F. Houston, L. G. Hargett, E. Wright, A. A. Purdie, C. L. Estes, G. G. Tims, H. B. Loftin, E. F. Hennessey, C. C. Pregge, D. Carter, S. Laughlin.



THE EAST WALPOLE AND PERTH AMBOY SALES GROUPS met jointly early in January in New York. Individuals are identified by number:

- | | | |
|----------------------|-----------------------------|------------------------|
| 1. Daniel E. Hurley | 11. Edwin L. Thompson | 21. Calvin L. Reed |
| 2. Joseph S. Cranga | 12. Andrew J. Budash | 22. John J. Chamberlin |
| 3. Horace P. Morton | 13. D. Stuart Laughlin, Jr. | 23. George O. Galloway |
| 4. Robert A. Beattie | 14. T. E. Miller | 24. Garnett A. Moore |
| 5. Raymond N. Pike | 15. James J. Donohue | 25. Howard H. Heideman |
| 6. James D. Conrad | 16. John P. Mulcahy | 26. Warren L. Dalton |
| 7. Roy V. Brackett | 17. Daniel R. Clancy | 27. John W. Nill |
| 8. Thomas H. Ashton | 18. Clayton E. Smith | 28. E. A. Madden |
| 9. C. P. Parker | 19. Leonard C. Niese | 29. Robert H. Page |
| 10. F. Lee Russell | 20. William J. Byrd | 30. John R. Dickson |



31. Douglas J. Marvel
32. Thomas E. Downey
33. Thomas J. Hartnett
34. Donald R. Clay
35. William S. Shipose
36. Francis R. Chamberlain
37. William W. Ford
38. Douglas M. Bazley
39. William T. Fitzgibbons
40. Leonard W. Weaver
41. Donald K. Carter
42. J. Douglas Johnston
43. Philip C. Johnson
44. Walter R. Clement
45. Robert C. Newton
46. Kenneth L. Doane
47. Duane S. Rice
48. Malcolm N. Sisson
49. John H. Murphy
50. John H. Karst
51. Desmond G. Copping
52. Thomas G. Sullivan
53. John A. Hixon
54. Gerald G. Sheehan
55. Floyd R. Lenfest



THOSE ATTENDING THE CHICAGO SALES MEETING can be identified by the numbers in the accompanying diagram:



1. Richard H. Emerson
2. Harlan E. Boeke
3. Howard H. Heideman
4. Philip C. Johnson
5. Robert F. McComb
6. William A. Werren
7. William E. Smith, Jr.
8. Samuel C. Gentilly
9. Charles A. Frank
10. Leonard C. Niese
11. Theodore F. Reimann
12. Anthony R. DeBenedictis
13. Kenneth C. Somers
14. Benjamin G. MacFarlane
15. Leonard W. Weaver
16. Ned M. Campbell
17. Chester L. Rucker
18. William J. Brebach
19. Charles Love, Jr.
20. Richard E. Grant
21. Harold R. Groters
22. Theodore J. Pikes
23. F. Lee Russell
24. Thomas E. Reilly
25. D. Stuart Laughlin, Jr.
26. Damon Carter,
Reach - McClinton & Co.
27. George F. Gaare
28. Leonard Miller
29. Fred F. Busselle
30. Ronald R. Bianco
31. Robert E. Peers

LONG SERVICE LIST

MARCH 1968

Name	Year	Dept.	Yrs.
Muriel A. McDonald	3-20-28	Office	40
Edward T. Costello	3-13-33	Paper Mill	35
John J. Sigmund	3-20-33	Roofing Mill	35
Margaret D. Gahagan	3-15-43	Office	25
Michael F. Lukasiewicz	3-29-48	Roofing Mill	20
Louis C. George	3-31-48	Paper Mill	20
Harold J. Hanlon	3-2-53	Finishing Mill	15
Hans S. Warnick	3-11-53	Roofing Mill	15
John W. Herbert	3-16-53	Roofing Mill	15
Julius Sackmar	3-16-53	Roofing Mill	15
Rhoderick W. Thomson, Jr.	3-19-53	Fibre Box Div.	15
Arthur G. Swanson	3-30-53	Roofing Mill	15
Leslie S. Fortier	3-4-58	Paper Mill	10
LEWISTON			
Florence Proctor	3-5-63		5
PHILLIPSDALE			
Joseph Medeiros	3-26-53		15
Joseph E. Nelson, Jr.	3-6-58		10
CHICAGO			
Jessie Reid	3-30-53		15
CHICAGO FELT MILL			
Ernesto Caballero	3-4-53		15
GLENWOOD			
Argus L. Dutton	3-17-48		20
CHARLESTON			
Edmund Johnson	3-10-58		10
PERTH AMBOY			
Alfonso Casalino	3-24-43		25
G. W. DINSMOOR DIVISION			
John R. Heimann	3-17-58		10



THIRD BEST SUGGESTION AWARD FOR 1967 is presented to Sam Hicks of Shreveport by General Manager F. H. May. Others, left to right are: Superintendents Dale Adams, Earl Johnson and Frank Markham.

Sam Hicks Receives \$50 For Third Best Suggestion

Everyone at the Shreveport Plant was glad to welcome back Sam Hicks on January 5, 1968. He had been on the sick list.

Sam hadn't been back with us but a few days when we received word from the Home Office that he had won another honor for Shreveport — Third Best Suggestion of 1967.

When we called him at home to tell him to wear his tie the next day he was watching one of the more popular TV Westerns. His first thought was that someone had seen his picture in the November Review and wanted to make him some kind of movie offer. We told him to leave his horse at home; we wouldn't be riding or shooting tomorrow.

So here is Sam receiving a \$50.00 check from General Manager F. H. May for his suggestion to reuse discarded felt mill slitters on the shingle machine. Superintendents Dale Adams, Earl Johnson and Frank Markham are watching Dick Potter click the camera.



MEETING AT CHARLESTON. Retired General Manager J. H. Van center, was a special guest. Flanking him on the first row are: L. C. Niese, and H. H. Heideman; and right, B. P. Johnson, A. K. [unclear].

Third Row: J. B. Harrison, A. G. Marsh, S. H. Williamson, J. L. Nelson, D. P. McGriff, C. R. Johnson, C. D. Hardin, R. S. Whitney, O. H. Pitts, M. D. Wallace, L. W. Weaver.

Fourth row: D. S. Clarke, J. E. Saunders, W. W. Mason, H. M. Myers, F. Lee Russell, J. L. Blandford, R. A. Papp, J. M. Dunn, F. G. Caldwell, G. E. Stine.

TOP OF THE NEWS

(continued from page 3)

May Harper has returned to work after a three weeks' bout with bronchitis.

Mr. and Mrs. Robert Tiernan are proud to announce that they have a second daughter, born during the Christmas Holidays. She was born at the Waltham Hospital and has been named Heather Marie.

With the recent division of accounting functions into Paperboard Products Group and Building Materials Group Accounting, the news gathering for the *Review* has been assigned to Richard Rushton for the Paperboard Group and Mrs. Harriet Sutherland for the Building Materials Group.

PAPER MILL AND POWER PLANT

A hearty welcome and a long stay to our newcomers in the Paper Mill: Bjorn Lehto, the new mill manager; Larry Smith our production engineer, and George Bateman, tour boss.

We are glad to hear that Al Westhaver is out of the hospital and hope he will be able to return to work soon.

Just before Christmas, retired Mike Boragine visited the department. He and his wife were preparing to leave after the holidays for Florida.

E. WALPOLE FIBRE BOX PLANT

We express our sympathy to Francis Curran who recently lost his wife.

Welcome back to Betty Fraser who has been out sick until recently.

Congratulations to Mr. and Mrs. Walter Cotter on the birth of a baby girl, Dorene. She checked in at 7 lbs. 1 oz. on January 21 at Sturdy Memorial Hospital in Attleboro.

E. WALPOLE SHOE CARTON PLANT

We were sorry to hear about Ambrose Fitzpatrick's accident that caused a broken leg.

We welcome to the Shoe Carton Plant Office Dwight Arnold and George Stobbard and hope their stay will be long and enjoyable.

Our deepest sympathy to Louis Tower on the recent death of his mother.

NORWOOD ROOFING PLANT

New cars aren't exceptional news these days — but the way Sammy Cirillo and John Grudinskas acquired their 1968 models was different, at least. Sammy's old car broke down in the middle of the night out on Route 128 not long ago, and John's last car was wrecked as he was leaving the parking lot one night.

Jim Goguen is spending a two week vacation in Michigan.

John Straszunas figured that the best direction to go was South and winged his way to Miami Beach for a week in the sun.

We saw three of our recent retirees not long ago. Ralph Kemp was in to borrow a couple of nuts and bolts to hold his trailer together as he headed south on his annual winter tour; Nelson Bartlett, when he stopped by, was in the process of moving to his new home on the Cape. Harold Johns also stopped in to say hello. He says retirement is great but he misses the friends at the mill.

The High School hockey season is half way through, with Norwood in second place and Walpole in third. It looks like neither one of them will catch first place Needham, although hope springs eternal from the many Norwood and Walpole fans in the mill.

Arthur Bent, who recently retired, has moved to the Cape — like Nelson Bartlett — and is living just outside Hyannis.

We welcome Janice Hohmann to the cafeteria staff and hope she will like her new work.

Blanche and Bill Kivi celebrated their 40th Wedding Anniversary on January 5 with a dinner party at Fontaines in Wrentham. Blanche manages the cafeteria.



DONATION TO HUNDRED CLUB from Bird & Son, Inc. is made by Director of Personnel and Industrial Relations John J. Murphy. Receiving the check is Firefighter John Walsh. Others, left to right are Patrolman William Wall, Firefighter William Sullivan and Patrolman Francis Frucci. The Norwood Chapter of the Hundred Club was formed by local businessmen late last year. The purpose of the Club, which is a state-wide organization, is to aid the widow and family of any police officer or fireman who loses his life in line of duty.

PHILLIPSDALE PLANT

Another boy has been recently adopted by Peter Hall, who works in the Cutter Room, and his wife. Mrs. Hall is the daughter of Antonio Cicerelli who works at No. 3 Paper Machine.

LEWISTON PLANT

This month we welcome Jeannine LaJoie, packer; Paul Doucet, tying machine operator; and Roland Remillard, warehouse man. It was nice to see Anita Nadeau again. Anita, an old timer with us, came back for a few days to help out while several were out with colds.

Rita and Bob Wright are nicely settled in their new mobile home where they are really enjoying all the extra room.

Janet Cameron was very happy to have her husband home for the holidays. He returned to his duties in Iceland early in January.

We enjoyed seeing Ray Flynn, sales manager, on his recent visit to Maine.

Margaret Gillis and husband Alfred are on their yearly trip to Texas and other states. They are usually gone about three months.

Joan Walmsley has been very busy this winter teaching skiing at Lost Valley.

The Bob Wright family are again bowling and little Phil has won his first trophy of the season bowling the high three string in the Ten Pin Christmas tourney.

Maryette Smith's brother is one of the men aboard the Pueblo. We hope that by the time this comes to print this incident will be over with.



"Yee hoo! Ethel. Let's have lunch together."



CHARLESTON PLANT

We were delighted to see all the Dixie and South Atlantic salesmen at the January Sales Meeting. We also enjoyed the visitors from East Walpole along with Mr. Van Hoy, a very special guest at the meeting.

Delicious Florida fruit was enjoyed by all employees of the Charleston Office recently — compliments of Jack Scull and Jim Saunders — our two "Sunshine Salesmen."

Bill Price's son, Van, former Bird Messenger now in the Air Force, has recently been transferred from Texas to Biloxi, Miss., where he is attending Communications School.

We offer our condolences to Charlie O'Neal on the death of his wife.

Joan Brooks and husband, Wally, enjoyed a long weekend at a lovely ski lodge in Maggie Valley, N. C.; also enjoying the skiing in Maggie Valley were John Varner and his wife.

Congratulations to Fran Cleveland and her husband on the birth of their new son, Michael. Fran is our switchboard operator.

We were sorry to hear about the death of Jean Minshew's basset hound, Dolly.

Gerri Patterson's husband, John, has been transferred to Bremerhaven, Germany. Gerri is not too sad; she will be joining him shortly.

Our best wishes to Linda Lee, who recently became Mrs. Elliot Willis. Linda's husband is also stationed in Germany and it looks like Germany will be getting another one of our Bird girls.

We would like to welcome Tony Pye to Bird. Tony will be working in our Shipping Department.

Another welcome to a new Bird employee, Annette Bair. Annette is our mail clerk.

A speedy recovery is our wish for George Stine, Raleigh salesman, who is recuperating from a kidney operation.

Joe Gilbreath spent his vacation on the baseball field, well almost, where his two sons, Roy and David both participated in the Palmetto Pony League Tournament. According to Joe, he was a pretty busy fellow.

Arline Wilkes' husband, Hondo, has been transferred to Thailand. He has been sending her lovely presents and informative tapes on the country and life there.

A welcome to Bird is extended to Bill Jenkins, our messenger.

Ernie Zinkowski and family visited with friends and relatives in Massachusetts.

We see that Bill Mazzyk is recovering nicely from a recent operation. Welcome back Bill.

Carolyn Lee has recently remodeled her kitchen; we understand it's lovely.

Dick Usry has been elected recording secretary for the Industrial Management Club of Charleston. Congratulations Dick.

Our condolences go to Tom Laz and family on the death of his nephew killed in Viet Nam.

We welcome Thomas Swindler, who will be working in the Lab. Thomas recently retired from the Navy.

Peggy Campbell will attend a dance at Clemson University shortly, we all hope she has lots of fun.

George Davis went deer hunting at Francis Marion National Park. No word how he made out.

Mary Jo Rakowski enjoyed a week's vacation just staying home enjoying the rest.

Jo Ann Brown has a stroke of luck. Bingo and won the jack pot plus the dead prize. She also enjoyed a recent visit with her sister in Atlanta, Ga.

Betty Truett gave a shower in honor of Linda Willis who was recently married. Linda was enjoyed by many of the girls in the office.

A word of thanks and appreciation to our "1967 Bird Reporters," Arline Wilkes, Linda Willis and Jo Ann Brown. They did a wonderful job of reporting — thanks to good team.

PERTH AMBOY PLANT

Joseph Wisniewski from No. 4 Machine just returned from Puerto Rico where he spent his honeymoon. Good Luck on your marriage Joe.

Two Ortiz Brothers, Victor and Marco from No. 4 Machine are going to Puerto Rico for a winter vacation.

Good Luck to Joe Zaverski on his promotion to foreman of No. 2 Machine. He was formerly inspector on No. 4 Machine.

Steve Vargo was promoted to foreman on No. 4 Machine on January first. Good Luck to Steve.

Frank Sinacori and John Mosley both had success on their last fishing trip. Both got about 60 whiting and cod.

CHICAGO ROOFING PLANT

Agnor Oberg, millwright, recently had major surgery. We hope he will soon be up and around and feeling great . . . well enough, in fact, to think about tackling his job again.

We saw Geri Enberg's Christmas present after the first of the year — a seven week old Poodle, "Missy Tu" by name. We understand from Geri that "Missy Tu" has taken over the household and by now she has all her admirers well trained.

SHREVEPORT PLANT

Some of the Shreveport foremen and their wives were having dinner together when someone said, "Alvin and Betty Johnson's boy has joined the Navy" — and thereby hangs a tale. Their boy, Billy Joe Patterson, almost had his baby picture in the *Review* 20 years ago. When the new Group Insurance Plan supplanted the old Employees Mutual Benefit Association, the first baby born under the new plan was to be recognized with publication of his picture.

The South's stork was bucking a headwind and by nature we do things a little slower down here, so . . . our baby was not THE first, but he was one of the earliest arrivals. Billy Joe was born July 25, 1947, five days after the new plan started; he checked in at 7 lbs. 10 oz. Today, as he enters the Navy he weighs 210 lbs and stands 6' 2". Many working for Bird & Son will remember Alvin Patterson who worked at Shreveport in the 40's.

When Bill Wycoff arrived at the motel in Shreveport for the Sales Meeting, he had with him a carton of frozen Poodle's Deau Stew. He said he brought it for a friend, however, we really think that he was a little bit worried about the food in Shreveport and didn't want to get caught too far from New Orleans on short rations.

The Modena Fuller family enjoyed a belated Christmas celebration on New Year's week end. Her son, Franklin, and his family were their guests and they enjoyed

ed watching the children open their
s around the Christmas tree.

We extend our sincere sympathy to Opal
in the death of her father. Mr. Joe T.
ch passed away in Converse, Louisiana
January 13.

Onise Barbourhouse enjoyed a week's va-
can visiting relatives in central Texas.
planned to go to West Texas, but the
ther was so bad, she couldn't get past
rber!

During the holiday season, Ora Miller
trained several groups in her home, in-
viting women from her church and from
other churches.

Glady's Bryan, Mabel Cohn, Vivian Wil-
Grace Fuller and Ora Miller attended
showing of HELLO DOLLY, starring
ger Rogers. They reported the show
entertaining and enjoyed the evening
much.

anne Eddy enjoyed a three week's vaca-
recently, resting and visiting with her
Gary, who was home from Louisiana

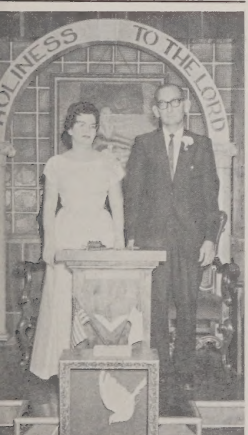
for the holidays.

We have all enjoyed seeing Dorothy
ish and her Square Dance Club on TV.
group made a commercial for a local
Dealer and have been seen several
times daily.

Forestry Club Members at Louisiana Tech
elected Susan Beauchamp as their
len. She is a graduate of Byrd High
ool, a junior at Tech majoring in educa-
tion, and the lovely daughter of Mr. and
Mrs. H. B. "Bo" Beauchamp.

We missed Sam Caranas at the sales
meeting this year. Sam was involved in an
mobile accident enroute to the sales
meeting and was unable to attend. Fortu-
nately the accident was not of too serious
nature and we are happy to say he was on
the road again in a few days.

the beautifully decorated hall of
the Grand Grove Chapter, Order of the East-
ern Star No. 135 at Shreveport. Hollis
a was recently installed as Worthy
Matron and Mrs. Sue Hanson as Worthy
Associate Conductress. Their young
son, who is a graduate of Byrd High
School, and his lovely wife, Dru, was installed
Associate Conductress. Their young
son, Milton, acted as candle lighter; one
daughter Kathy Dean served at the guest
table and the other daughter Debbie was
in charge of the programs. It was a
very service enhanced by the fact that
the entire family worked together to
make it so. Hollis has also been ap-
pointed to serve as Grand Sentinel for
the Grand Lodge of the State of Louisi-
ana during the meeting in New Orleans
this year. Hollis is a sample man at
Shreveport Plant.



IS DEAN, who was recently installed as
Worthy Patron of the Cedar Grove Chapter,
Order of Eastern Star at Shreveport. He is a
sample man at the Shreveport Plant, installed
him as Worthy Matron was Mrs. Sue
on.

TIPS FOR TAXPAYERS

Does your out-go sometimes seem to
get ahead of your in-come? A simple
family financial plan can help you pre-
vent serious money difficulties. The Vic-
tor Comptometer Corporation suggests
this realistic, organized way to pay bills,
and the accompanying charts show you
how to go about it.

Begin by listing credit cards, insurance
policies and security holdings and a de-
tailed inventory of household goods on
a simple chart. This will lay the ground-
work for the plan. Duplicates of these
records kept outside the home can help
in making insurance claims in the event
of fire or theft.

Now, determine the family's financial
standing and outlook by making an
estimate of its worth. Figure the long

The 1968 Sales Meeting of the Shreve-
port Division was held January 8, 9 and
10th at the Quality Courts Port O'Call
Motel. Beside the regular Shreveport per-
sonnel, we were happy to have with us
Messrs. R. F. Jenkins, P. C. Johnson, H. H.
Heideaman, W. E. Smith, L. W. Weaver,
L. C. Niese, Stuart Laughlin, Damon Carter,
Paul Hyde of the St. Louis Warehouse and
Hurcil Cowart of the Glenwood Granule
Plant. We were also happy to welcome two
new salesmen to their first sales meeting
with Bird and Son, Inc. They are J. C. Pope,
Helena, Arkansas and L. G. Hargett, Lub-
bock, Texas.

During the sales meeting we had a rather
unusual weather situation. It began sleeting
around noon the first day and by that night
the streets were so treacherous that no one
was able to get home. Fortunately the
motel had accommodations available for
about six unexpected guests that night. The
annual sales meeting banquet, also sched-
uled for that night, had to be postponed.
Fortunately the weather cleared up enough
so that it could be held the next night and
most of the guests were able to attend.

and short term debts including mort-
gages, personal loans, charge accounts,
taxes and medical bills.

Subtract this amount from the lowest
dollar amount on household goods such
as furniture, appliances and jewelry; all
securities and insurance; cash on hand
and in bank accounts; vehicles; animals
and real estate — the difference is the
family net worth.

Next, tally up basic yearly expenses
from last year's bills and statements —
rent or principal and interest on the
mortgage, repairs, allowances, utilities,
heat, light, water, taxes and fees, insur-
ance (life, auto, medical, annuities,
homeowners), installment loans, contribu-
tions and savings on investment.

Subtract these expenses from your to-
tal annual income to determine how
much money is left for food, clothing,
transportation and miscellaneous expen-
ditures.

You may discover at this point that
you underestimated spending in certain
areas and you may find that some of your
basic expenditures need adjusting.

When the entire financial picture is
charted on paper, the whole family
should sit down and discuss where money
should be spent — a super vacation, or
down payment on a home or new
appliances and so on — as well as long
term goals such as college money or
retirement.

After the choices have been made, a
spending plan for the year can be drafted.
Installments for future goals should be
included.

Make up a chart listing all basic an-
nual expenses. Average these to show
how much must be set aside for each pay
period in the current year. Income from



Contributors

Reporters contributing to this issue in-
clude: Robert Pearson, Margaret Pierson,
Frank Markham, Lucille Sullins, O. N. Sher-
burne, Ora Miller, John Evans, Frances
Smith, Richard Rushton, Harriet Suther-
land, Milton Gardner, Julia Lewis, Alfred
Breen, Mary Driscoll, Helen Lane, Donald
Beck, Robert Roby, Ted Pierce, Robert
Zobel, Arline Wilkes, Linda Willis, Jo Ann
Brown, Joseph Geehan, Catherine Brady,
William Ford, William Grinavic, Jack
Reddick.

each pay period should be divided on
the chart to show how each expense will
be paid.

Make another chart to show how each
bill is actually paid. This chart will show
how close the plan is followed and will
be handy at income tax time.

Sample charts follow:

Sample Record of Actual Expenditures as they are paid.

Expenses or Record of Savings	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Yearly Cost
1. Rent	\$125	\$125	\$125	\$125	\$125	\$125	\$125	\$125	\$125	\$125	\$125	\$125	\$1500
2. Food	\$125	\$127	\$117	\$118	\$120	\$120	\$118	\$122	\$120	\$120	\$118	\$120	\$1445
3. Savings	\$41	\$41	\$41	\$41	\$41	\$41	\$41	\$41	\$41	\$41	\$41	\$41	\$500
4. Medical	\$100			\$10	\$55		\$5	\$10	\$15		\$3	\$2	\$200
5. Transportation	\$61	\$59	\$54	\$58	\$57	\$56	\$55	\$54	\$53	\$57	\$55	\$57	\$676
6. Auto Insurance										\$210			\$210
7. Vacation								\$450					\$450

Expenses or Savings	Gross Amount For Year	Divide Gross By Pay Period	Cash or Savings	Checking Account	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1. Rent	\$1500	\$1500 52		\$28	\$125	\$125	\$125	\$125	\$125	\$125	\$125	\$125	\$125	\$125	\$125	\$125
2. Food	\$1440	\$1440 52	\$28		\$120	\$120	\$120	\$120	\$120	\$120	\$120	\$120	\$120	\$120	\$120	\$120
3. Savings	\$500	\$500 52	\$10		\$41	\$41	\$41	\$41	\$41	\$41	\$41	\$41	\$41	\$41	\$41	\$41
4. Medical	\$360	\$360 52	\$7													
5. Transportation	\$700	\$700 52	\$13	\$13	\$58	\$58	\$58	\$58	\$58	\$58	\$58	\$58	\$58	\$58	\$58	\$58
6. Auto Insurance	\$210		\$4												\$210	
7. Vacation	\$500	\$500 52	\$10							\$500						

Three Promoted at Perth Amboy Office



Louis J. Szoke, Jr.



Joseph S. Cranga

Promotions of three men at the Perth Amboy Building Materials office were announced on January first: Louis J. Szoke, Jr. to traffic manager; Joseph S. Cranga to sales service manager; and Donald Shaffer to purchasing agent.

Louis Szoke has been employed at the New Jersey Bird & Son location since April 1964. He worked first as plant engineering clerk, then schedule coordinator from June to December 1964. On January 1st 1965 he became sales service manager, holding this position until his recent appointment as traffic manager.

He resides with his wife, Dorothy, in Sewaren, N.J. He enjoys boating and taking weekend trips in his spare time.

Joseph Cranga, who replaces Mr. Szoke as sales service manager, also started his Bird & Son career at Perth Amboy as an engineering clerk in August 1964, then became schedule coordinator on January 1, 1965, a position he held until he entered the U.S. Army in October that year. He served two years with the Army in Europe, returning November 1, 1967 as a sales correspondent. From this position he now is promoted to sales service manager. Joe resides in Spotswood, N.J. with his father and two sisters.



Donald Shaffer

Donald Shaffer joined the Perth Amboy organization in October 1965. His duties prior to becoming purchasing agent were assisting Alfred Leithner, plant engineer, with various duties. Don resides at 342 Riva Avenue, Milltown, N.J. with his wife, Lucie, and their two children, Donald and Stephanie.

High snowbanks along certain country roads create a hazard for winter drivers. Slow down in such areas. Watch out for vehicles approaching from a driveway or an intersection.

SEVEN TIPS FOR WINTER DRIVING

BY ROBERT ROBY, SAFETY MANAGER

1. BE ABLE TO SEE AND BE SEEN

Clean the snow and ice off your windshield and all other windows, outside mirrors, lights and reflectors. Check wiper blades to be sure that they are in good condition and will wipe clean. If moisture or ice builds up on the inside or outside of the windshield, stop and clean it off.

2. TIRES

Tires with good deep treads are essential for good cornering and handling on slippery roads. Check the air pressure frequently to maintain the manufacturer's recommended pressure.

3. GET THE FEEL OF THE ROAD

Occasionally try your brakes or gently depress your accelerator while driving. Adjust your speed according to the road conditions. Rising temperatures greatly increase the slipperiness of ice and snow.

4. STRETCH YOUR FOLLOWING DISTANCE

Knowing that winter surfaces increase stopping distance 3 to 12 times, the smart driver increases his normal dry

road following distance. Heavy trucks require a longer stopping distance on slippery roads than passenger cars. Don't tailgate.

5. BRAKE BEFORE CURVES

All vehicles are sensitive to oversteering, oversteering and overbraking on curves. Expect the unexpected around the bend and be prepared to turn your steering wheel slowly and smoothly, keeping a constant speed in the turn and pumping your brakes carefully if it becomes necessary to slow down or stop.

6. PUMP YOUR BRAKES

The key to stopping under control on slippery surfaces is to avoid locking the wheels. A rapid pumping of brakes will provide alternately short intervals of braking and rolling wheels which will give you steering control while stopping.

7. USE PROPER LIGHTS

Parking lights are not enough in winter's early dusk and poor visibility. Parking lights can cause an on-coming driver to think you are farther away than you are. Keep headlights clean. Dirty ones can greatly reduce your own seeing distance at night.

Albert Carlson Retires After 47 Years of Service

When ALBERT CARLSON retired from the Phillipsdale Plant at the end of December he had completed 47½ years of service.

He started in June 1920 on THE felt machine. It is now No. 1 Felt Machine, but at that time was the only machine producing felt. He worked on various jobs here, up to machine tender; and after many years in this capacity, he was promoted to night foreman in November 1953.

Albert still remembers the day back in 1920 when he was going through the Mill yard with his fishing pole when Rex Salisbury, assistant superintendent, stopped him and asked him if he wanted to try working on shift work. He thought about it for a minute and then said "yes" to an offer that lasted nearly 48 years.

In retirement Albert hopes to find more time for two of his favorite sports, golfing and fishing. The Carlsons — Albert and his wife Mary — are planning a trip to Florida during February.

On the stormy night of December 28th, most of the foremen braved the storm to attend a party in Albert's honor at the Hearthstone Motor Inn. They presented him with a money gift and wished him well in retirement.

Albert and Mary live at 76 Washburn Avenue, Rumford. Two daughters, both married, live nearby in East Providence, so it is easy to visit back and forth.

Bowling Team Whips Sport Center Five

The Bird Club Bowling Team of the Norwood Businessmen's League opened the second half of the season on January

14 by whitewashing a strong Sports Center five, 6 to 0. Armando Croatti led the Bird Club with 335 followed by John Ambers, 330, Joseph Purpura, 315, Arthur Chamberlain, 314 and Everett Pyne, 307 for a healthy 1601 total pinfall.

On Monday, January 22 the Bird Club five lost a squeaker to Sam's Appli- cation Team, 4-2. In this match Croatti bowled 347 while Ted Pierce had a high single of 138 for a 344 total in a lost cause.

In the Bird Club Bowling League the three top teams continue to garner points each week and at the end of the 8th week are still in the same slots as when we last reported. FBM leads with 677; then follows EMW, 615 and FX2, 552. Teams A and FBW have switched fourth and fifth places; likewise, K and Hill the sixth and seventh places; EM remains on the bottom.

There have been no changes in position among the four highest bowlers — Ambers, Croatti, Turco and Pierce. FBM holds the high team single record — 587, and the three string also — 1700. Armando Croatti still retains his top position with high single of 150 and high three string of 390.

"Camelot" Bargain

A mid-winter bargain in fine entertainment has been announced by Special Activities Chairman Joe Geehan — reserved orchestra seats to "Camelot" at Boston's Saxon Theater, Sunday night February 18 at 7:30.

Regular tickets go for \$3.30 in this favored location. Get yours at \$1.70 for members and \$2.50 for guests by returning the special order form to Joe Geehan at the W. J. Hill office not later than Tuesday, February 13.

There's just no
stopping you.

(if you don't wear
seat belts)

Published to save lives in cooperation with The Advertising Council and the National Safety Council. For free copy of Seat Belt Fact Sheet write: N.S.C., 425 No. Michigan Avenue, Chicago, Ill. 60611.

March is the Month to Join Tri-Mill Sports Club

The directors of the Tri Mill Sports Club announce that during the month of March 1968 this Club will be accepting membership applications from members of the Bird Club.

Anyone interested in sports will find a calendar of year 'round activities that he can enjoy: fishing in local streams stocked by the club in the spring; deep sea fishing excursions in the summer; hunting in the fall, with local areas stocked with pheasant by the club; barbecues and chicken bakes for all the family; turkey shoots at holiday time these are some of the events run for members.

Annual dues are \$2.00.

Make your applications to Ted Pierce at the Norwood Roofing Plant or to Ted Knaus, at the Main Mill Maintenance Department.

Small Crowd in January Two More Parties Coming

Perhaps the change from the usual night in the month was the cause; the Cribbage Party on January 9th had a smaller crowd than usual.

Ted Luippold was the first prize winner; Edward Fitzpatrick of the Fibre Plant was second; and baskets of fruit were won by Gilbert Johnson, Main Maintenance, and Janice DeLutis, Paper Mill Office.

Four people tied for low score — received free tickets to the February party: Roland Courbon, Richard Murphy, James Langmead, and Lili Petro, general foreman of Maintenance.

Two more parties are coming up this season: Tuesday, February 6, and Tuesday, March 5. Chairman Ted Knaus hopes for good weather and a good crowd at each.

The BIRD REVIEW

Volume 56 No. 3

Published for Bird & Son, inc. employees and their families

March 1968

William Stillman Named Chief Chemist, Paper Mill

Vice President George J. Tooker announces the appointment of William Stillman as chief chemist at the Paper Mill Laboratory, effective March 1, following the retirement of Heron Barker.

Mr. Stillman joined Bird & Son in 1937 after graduation from the University of Maine with a degree in Paper and Paper Technology. He was born and raised in Rhode Island.



William Stillman

At the time he joined the company, Bird & Son was conducting student training courses for college graduates working out of the Mill Office in East Walpole. He was assigned for several weeks at a time to different plants. When the training ended, he entered the Paper Research Department as a chemist, and continued on both development and control work when Research and Control departments were merged in 1941. Since 1962 he has been assistant chief chemist.

Conservation Commission

Bill and his wife, Ethel, live at 291 Lincoln Road, Walpole. He is active on the Conservation Commission for the town of Walpole, now serving his fourth year. In 1966 he was chairman. William Stillman's son, Bill, Jr. was married in February. He lives in Portsmouth, N.H. and works in electrical engineering in the Nuclear Power section of the Portsmouth Navy Yard. Like his father, he is a graduate of the University of Maine. The daughter, Joan Stillman, a graduate of Hartwick College in 1966, works in the Hematology Laboratory at the New England Deaconess Hospital in Boston. The two younger sons are still in school, Gregory a sophomore at Huntington School and Richard, in the 7th grade at Walpole Junior High School.



SALES ORDERS are quickly duplicated on this Dennison machine which is an important part of a new system for processing and following orders at the Fibre Box Division. Gale Kneeland is operating the copying machine.

Gordon Johnson Appointed Sales Service Manager of Building Materials, E. Wal.



Gordon Johnson

Gordon C. Johnson of Maynard, Mass. joined the Building Materials Sales Division at East Walpole on February 5 and has been appointed sales service manager by General Manager J. D. Johnson.

Since 1949, after graduation from the University of Rhode Island, he has been with Wirthmore Feeds, Inc., most recently at their Waltham location as operations manager. From the University of Rhode Island he holds a B.S. degree in Economics. He is presently studying evenings at Framingham State Teachers College to earn a master's degree in Education.

Gordon and his wife, Jane, reside at 35 Brook Street, Maynard. They have six children ranging from 3 to 18 years in age.

Armando Croatti Rolls 429 To Set New Bowling Record

On Monday, Feb. 12, Armando Croatti in a dazzling exhibition of bowling, tied together strings of 143 — 156 — 117 for a grand total of 416 to lead the Bird Club five to a major upset in downing Brandy's Shoe, current leaders 4 to 2.

Monday, Feb. 19, The Bird Club five sprang another upset by defeating Lewis Grille, first half winners, 4 to 2 in a hotly contested match. Joe Purpura's 347 and Everett Pyne's 329 led the Bird boys.

And on February 26, Croatti did it again, topping his own remarkable record by 13 pins for a new record — and a season record in the Business League — of 429! Not far behind him that evening was Ted Pierce with 371. Bowling in the stratosphere like that, the Bird team took the strong Ambrose Press team, 4 to 2.

In the Bird Club League, Armando Croatti still holds the high three string record with his 390, but his high single of 150 has been topped by Tony Gugliotta's 152.

Team FBM, which has been leading the League for many weeks, was toppled on the night before the holiday; they now stand second with Team EMW leading by 2 points. Team FBM still holds

(continued on page 6)

Fibre Box Division Has New System For Sales Orders

A new system for handling customer's orders at the East Walpole Fibre Box Plant has been made possible through the use of a Dennison High Speed Copier recently installed. The system is designed to speed each order through the production and shipping departments, and at the same time give an up-to-the-minute record of work in process.

From the original master copy of the order, typed in the Sales Department, several copies are made in just a few seconds and routed — one to the Credit Department, one to the salesman, and three to the Production Control Center. Production Control checks the manufacturing specifications and the machine routings; as soon as the approved copy returns from the credit manager, Production Control schedules the order and enters the shipping date on its copies.

One copy, complete with promised shipping date, then is mailed to the customer as an acknowledgment; other copies are run through the Dennison machine and sent to the various production areas and the Shipping Department.

Better Control

These control copies are one of the best features of the new system. As soon as each work area — the printer slotter, the tapers, staplers, die cutting machines — completes its part of an order, its copy is sent back to Production Control and eventually to the Sales Department. Thus, step by step, the progress of an order is followed through the plant. If only part of an order has been completed, Production Control is alerted to schedule the remainder. If a customer calls, sales personnel can check the order's progress right to that moment.

Finally, when the order is shipped, one of the Shipping Department's copies becomes the record from which the customer's invoice is typed; and another copy is used as the tally sheet on the load in the truck.

The Dennison Copying Machine, on which the program depends, is conveniently placed between Sales and Production Control areas. Gale Kneeland usually runs off the sales copies;

(continued on page 2)



The BIRD REVIEW

Vol. 56 No. 3

March 1968



Published for the employees of Bird & Son, inc., and their families.

Editorial Office at East Walpole, Mass.

Member of Mass. Industrial Editors' Association and International Council of Industrial Editors, Inc.

EDGAR M. GROUT, Editor

JOHN J. MURPHY, Adviser

DO YOU WORRY STRAIGHT?

People often think and worry about big things and then proceed to be injured or even killed by the little things, in fact, living is becoming so technical and complicated these days that people don't even think to worry straight!

For instance, we:

Worry about our children running in front of cars — then, take them by the hand and cross the street against a red light.

Worry about our children receiving correct and necessary food — then leave household poisons around for them to drink.

Worry about getting enough exercise to be healthy — then drive two blocks to buy cigarettes to smoke.

Worry about living to old age — then never get medical check-ups.

Worry about retirement — then do everything possible in an attempt not to last that long.

—Worry about foreign countries and their weapons — then get struck or killed by cars driven by our neighbors.

—Worry about radio-active fallout — then poison ourselves with insecticides in our gardens.

—Worry about who will win the big game — then fail to vote for someone to win the race for government.

—Worry about winning a bet — then gamble our lives in so many ways without thinking.

Worry and think about the spectacular and the awesome, if you will, but if you really want to live, make a greater effort to check yourself against the ordinary every day occurrences that cause the great numbers of injuries and even death to so many.

— By Robert Roby, Safety Manager.

New System

(continued from page 1)

Genevieve Gaffney takes care of the production control copies. The former copying machine was slower, messy (rollers had to be inked) and so complicated that only a trained operator could run it. The Dennison machine operation can be learned by anyone in a minute or two. Two girls use it most frequently, but any other sales or production control people can use it when speed is required for written communications.

Along with these improvements in order processing, Kenneth Alley and his staff in Production Control have made significant changes in scheduling. Long runs of the same or similar products, and better planning for a smoother flow of materials from Combiner Room all the way through to the final shipment, have been achieved.

H. B. Pullar, Former Berry Executive, Dies

We report with regret the death of Harold B. Pullar, 80, on February 20th at Hot Springs, Arkansas. He was an executive with the Berry Asphalt Company for 28 years, and president of Berry from 1947 to his retirement in September 1955. He was also a director of Bird & Son, inc. to 1958. The Berry Asphalt Company, a wholly owned subsidiary of Bird & Son, inc., during those years, operated refineries at Waterloo and Stephens, Arkansas.

Homer Bills Promoted to Foreman, Roofing Machine At Charleston Plant

On February 1st Homer E. Bills was appointed foreman on the Roofing Machine in Charleston.

Homer came to Bird & Son on January 11, 1955, working as a stacker on the Roofing Machine. Over the years he worked as a press and cool man, then as an overlay man and finally as a saturator man, all on the same machine.

In 1960 he was appointed inspector, working in that capacity until his appointment as foreman. In recent years Homer filled in as foreman during vacations of the other foremen.

Homer and his wife Margaret live at Elaine Street, Cedar Springs, Johns Island. Their only daughter Ada-Marie is married and lives in North Charleston. Homer is a golfer; auto racing keeps him busy during the racing season in Charleston. You can always find Homer in some official capacity at the tracks.

Homer E. Bills



Five Employees Celebrate 25th Bird Anniversary

JOHN E. CLANCY completed 25 years as an elevator man at the Combiner Room of the Fibre Box Plant on February 10th. He has been on that job continuously, since he began under Foreman Charles Murch. A heart attack has been keeping him at home this winter, but he hopes to return before long.

When he first began there was no power equipment to move the loads off and on the elevator, and there was a much smaller area to work in, before the addition of the annex to the building. He says he has enjoyed the work which has had its exciting moments — especially the day that a load of iron skids was accidentally dropped from one of the upper floors onto the elevator roof.

John enjoys camping and gardening for hobbies. Almost all his vacations are spent either in Maine or on Cape Cod. Mrs. Clancy (Ruth) works as a sales lady and their daughter, Joyce, teaches school in Bellingham.



John Clancy

Percy E. Spiers

An operator on the National Taper for the last five years, PERCY E. SPIERS has always worked in the Solid Fibre Cases Department of the Fibre Box Plant since he began 25 years ago on February 15, 1943. He didn't plan to spend his anniversary date "on vacation," but that's the way it worked out. For several months he has been under recuperating from a skin graft operation on his leg. He's hoping to be back soon — and back on the golf course by the time the season opens.

During his quarter-century on the job he was a belt porter and a chopper operator before going on his present job.

Percy likes various sports and attends many of the pro and college games in Boston — baseball, basketball, and hockey. But his favorite sport, which he has been playing since he was fourteen is golf. He is one of the regulars on the Bird Club Golf Team, and a Golf Committee member for the last 20 years. He is serving his second year on the Bird Club Council. Percy still remembers his caddy days at the Norfolk Golf Club just off Route 1 in Westwood. Apparently he was a good caddy because when Jesse Guilford and Francis Ouimet played an exhibition match at the Norfolk Club in 1924, he caddied for Guilford and his brother, for Ouimet.

A bachelor, Percy makes his home at 1316 Washington St., Norwood.

Not many people can boast of celebrating Washington's Birthday by commencing work — but that is what happened to LOUIS GABRIELLI 25 years ago.

It was a busy season for the plant, his first foreman, Charles Seavey hired him as soon as he applied, and put him right to work.

Louis was promoted in 1965 to finishing End foreman of No. 9 Machine the Norwood Roofing Plant. Through the years he worked on many jobs, several machines in the plant, especially on the No. 9 Machine where he had a machine tender before becoming a man. He also worked several months on the Floor Covering Plant in 1942, his continuous service began in 1943.

At home, 210 Winter Street in Westwood, are his wife, Lois, two sons, David and Billy, 17, and about 100 home pigeons! Training pigeons is Louis's hobby. He is a member of the Norwood Homing Pigeon Club; each year he hopes to win at least one of the important pigeon races, or a trophy for some achievement of his birds. To say that pigeons and his family get equal attention wouldn't be quite fair, but 20 years this has been an absorbing hobby for him.

David, the Gabrielli's older son, works on computers for I.B.M.; William is junior in the Westwood High School. Louis is a member of the Holy Name Society and the Knights of Columbus in Westwood.

(continued on page 3)

LONG SERVICE LIST

APRIL

Name	Year	Dept.
Patrick Silvestri	4-24-23	Fibre Box Div.
Edward Knaus	4-30-28	E. W. Maint.
Peter Wolent	4-7-43	Paper Mill
Michael T. Walsh	4-1-48	Roofing
Antonio Berghelli, Jr.	4-5-48	Roofing
Auvo T. Aho	4-7-48	Roofing
Thomas W. Fish, Jr.	4-8-48	Roofing
Francesco J. Petrolini	4-15-48	Fibre Box Div.
Russell J. Blake	4-23-48	Roofing
Coleman Joyce	4-7-53	Roofing Mill
Howard L. Stott	4-7-53	Fibre Box Div.
Frank Gonsalves	4-9-53	Roofing Mill
John W. Carberry	4-27-53	Roofing Mill
Samuel Wallace	4-17-58	Roofing Mill

MANCHESTER

Albert J. Roberge 4-2-53

PHILLIPSDALE

Joseph White 4-13-23
Merton E. Green 4-6-53
Antonio Cicirelli 4-13-53
Anthony Ricci 4-28-58
Earl Vincent 4-28-58

CHICAGO

James C. Williams 4-7-53
John V. Fenz 4-1-63 Vinyl Prod. Sales (Mgr. West. Div.)

SHREVEPORT

Arthur L. Henry 4-7-58

CHARLESTON

Dewey Jones 4-8-58
James Z. Huckabee 4-16-58
Roy S. Martin 4-28-58
Artine L. Wilkes 4-15-63 Office

PERTH AMBOY

Guillermo Martinez 4-1-53
James Perry 4-22-53
Alfred Ross 4-9-63
Russell Frohm 4-10-63
Maria Hurnick 4-10-63 Office
Joseph Zavorski 4-23-63
Michael Palyia, Jr. 4-24-63

G. W. DINSMOOR DIVISION
Roland R. Myers 4-1-63

TOP OF THE NEWS

MAIN OFFICE

We welcome to the plant hospital Dr. Bill McCarthy and Mrs. Helen Jensen. McCarthy replaces Dr. Eugene Doherty who resigned at the end of February and Jensen replaces Mrs. Ella Stratton who retired at the end of February.

On February 21st many of Ella Stratton's friends gathered at the Lafayette House to honor her and wish her well in retirement. She was presented with a matching set in a bag including cigarette case, cigarette holder, eye-glass case and clutch purse, the set filled with a considerable sum of cash. Grout acted as Master of Ceremonies speaking from the head table to wish a happy retirement were Robert Roby, Ray Coburn, Henry Stowers, Nicholas Smith, John Koval and John Murphy, who presented Ella with her gifts. Ella was overcome by her party, and was especially pleased to see several retirees at dinner and the group from New London Mills who knew her so well when she was Floor Covering nurse.

We were very sorry to hear of the sudden death of Dick Barnard's father. Our deepest sympathy to Dick and his family.

Mr. and Mrs. Edward Trenholm of Woughton are proud to announce the arrival of Edward, Jr. born on February 3rd at Milton Hospital. They also have a daughter, Mary Louise, who is two years old.

We welcome Linda Berchold to the new sales office as order typist.

Mary Nolan from Franklin received a beautiful diamond from Don Dellorco on January 17. Don is also from Franklin and now attending Springfield College. Mary works in the Building Materials Group counting. No date has been set for the wedding.

We miss Irene Woods who has been out of work for a while with a hand injury, but we are glad to hear she is making progress.

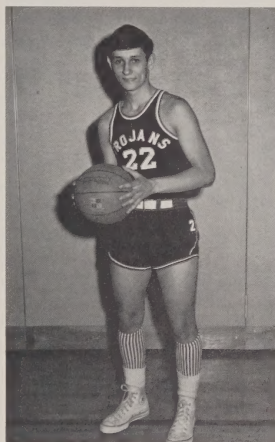
PER MILL

On February 17 the William Stillman family journeyed to Orono, Maine for the wedding of William Stillman, Jr. to Miss Myra Flynn at the Universalist Fellowship Church in Orono. Miss Flynn is the daughter of Dr. and Mrs. Carl M. Flynn, a senior at the University of Maine, graduating in Art.

Bill, Jr. is a graduate of the University of Maine and now employed as an electrical engineer in the Nuclear Power Division of the Portsmouth Naval Shipyard. Susan Stillman, sister of Bill, was one of the bridesmaids and Fred Homan, son of Carroll man, chief chemist at the Norwood Roofing Laboratory, was one of the ushers. The young couple will reside at Dover, New

Hampshire, and Mrs. Stillman will complete her studies at the University of New Hampshire.

A large group gathered at the Lafayette House on Wednesday February 28 to wish Hermon and Pauline Barker continued health and happiness as Hermon retires from his position as chief chemist at the East Walpole Laboratory. In addition to Mr. and Mrs. Barker, the following were seated at the head table: Harold Bonnyman (master of ceremonies), George Tooker, Ralph Hall, John Murphy, William Stillman, Paul Knight, each of whom paid tribute to Hermon's many years of service to Bird & Son and expressed best wishes for a happy retirement. A gift of money was presented, from those present and from many others who were not able to attend the dinner. The Barker's daughter, Ann Olson, was also present.



DOUGLAS WIGGIN, son of Roy Wiggins, Fibre Box salesman, is a star basketball player for Bridgewater-Raynham and has also won high honors in a state-wide mathematics competition.

FIBRE BOX PLANT AND OFFICE

At a recent basketball game between Randolph and Bridgewater-Raynham, Douglas Wiggins brought his team an 82-79 overtime victory over Randolph. Doug is the son of Roy Wiggins, Fibre Box salesman. Time had run out in the fourth period with Randolph leading 75-74 when Wiggins stepped up for a free throw. His shot hit the rim, bounced up, hit the backboard and dropped through to tie the game and send it into overtime. A few minutes later with Bridgewater-Raynham leading 80-79 and 15 seconds left in the overtime, Wiggins calmly dropped through two more free throws to win the game.

Doug is also a fine student. Last month he won the Certificate of Merit presented by the Massachusetts Association of Mathematics Leagues, for distinguished achievement in the Olympiad Competition in Mathematics. He finished among the top 350 out of more than 3900 contestants.

Florida was the vacation spot for two men from the Corrugated Finishing Department. John Wraga recently returned from a February vacation there, and William Flynn was in Fort Lauderdale in late February and early March.

E. WALPOLE SHOE CARTON PLANT

Norwich goalie Tom Smelstorf may break the New England record for saves, which presently is 785. Smelstorf now has 763, with a few games still to go this season. In 20 games he has stopped 90 percent of all shots fired at his goal. Tom's justly proud father is Joseph Smelstorf, Shoe Carton foreman.

Louis Gabrielli



Paul Hamel



Ashford Sheppard

Recollections of 25 Years

(continued from page 2)

"I can look back on many pleasant memories during the past 25 years with Bird & Son, Inc.," states ASHFORD SHEPPARD. "I was hired February 2, 1943 as checker in the Shipping Department at Shevport. In a short time, I was transferred to the Roofing Machine as cooling drum attendant and then coater operator. One of my first bosses was William Winkler and I can remember the plant as very small and storage space limited. I was afraid that, with the good production we were having, my job wouldn't last very long.

Anne Walker of the office started the car up one morning to come to work. As she did so the starter went out of control and before the car could be stopped Anne hit a tree and ended up with about 18 stitches on her chin. Serious enough, but we are glad it was not worse.

Retiree Edgar Bigelow paid a visit this past month. He looks fine.

We all hope that William Duquette is on the road to recovery after a long illness.

NORWOOD ROOFING PLANT

We were pleased to have a visit recently from Phil Holden, retired supervisor from the Shipping Department. He was looking happy and well and obviously enjoying his days of leisure.

PHILLIPSDALE PLANT

Congratulations to Sharon Powers who became Mrs. Francis Duquette on February 10, 1968. Her husband lives in East Providence.

Welcome to Jacqueline Black, a new employee at the Phillipsdale office.

There are only five weeks left for bowling but they are bound to be the most competitive weeks of the year with several teams still having a chance to reach the top. As it stands now the Humming Birds are in the lead with the Pigeons in second place. Raymond Nolan bowled the men's highest average with 116 and Jennie Cyronak has the women's record with 102.

WATERVILLE PLANT

Ed Guise emerged from his retirement to pay us a visit recently. Ed, Waterville's first Fibreboard salesman was in good spirits as he faced a major operation at Maine Medical Hospital on February 26. Latest reports are that he is recuperating well.

Greta Nichols has been chosen to serve on jury duty at Superior Court in Augusta.

Francis Fahey's mother is doing well after a recent operation. At eighty years old, this was her first operation and she is still as spry and strong as ever.

Ray Bourque's daughter Debbie, is taking lessons on the guitar. She plans to organize a musical group in her school. Debbie takes after her dad, Ray, who is an ardent player of the fiddle.

(continued on page 4)

"From December 15, 1944 to August 19, 1946 I was in service with the 289th Q.M. Service Company, Horse and Mule Pack, stationed in Hawaii. My most harrowing memory during this time was a tidal wave that swept the island. I had never seen one before and it turned 900 mules loose in the company of men. I was trying to corral the mules when my horse stepped on a live wire that had been broken down by the storm and was killed. The only thing that saved me was the fact that my saddle was dry.

"In 1949 when the Felt Mill was built, I was transferred to machine tender and in 1950 was promoted to foreman.

"I remember the first night after my training as machine tender in the Felt Mill was completed, we had a power failure during an electrical storm. At the time of the power failure I was starting water wells in the field behind the plant and I knew I would be needed inside. I started to run back to the plant and ran into a guy wire. It threw me for a flip and while I was in the air, I lost one boot. I can remember hitting the ground very hard, but ran on into the plant with only one boot on.

"When the Charleston Plant was built, I was very happy to be chosen as a member of the team to start it in operation, working as the coater operator. I liked the plant very much and thought the people there were very nice and friendly. I enjoyed those weeks in Charleston very much.

"My family consists of my wife, Lorene, my daughter who is married and has a six year old daughter and my son who is in college at Northwestern in Natchitoches.

"I am a member of the Greenacres Baptist Church and the Martin McClanahan Masonic Lodge F&M in Bossier City. My favorite sports are hunting and camping. When I have some time to spare, I enjoy my camper on the lake bank or in the woods, depending on the hunting and fishing season."

PAUL HAMEL of the Phillipsdale Plant celebrated his 25th anniversary with Bird & Son on February 3rd. He has worked in the Transfer Department all the time. He started as a trucker and has been on his present job of truck, lift truck and tractor driver since 1953.

Paul is one of the few bachelors at Phillipsdale and lives with his folks at 13 Tallman Avenue in East Providence. He was an avid motorcyclist for twenty years and never had an accident. But recently he has decided to give up this sport and take up the less strenuous sports of fishing and hunting.



CHAMPION OF BROWN UNIVERSITY
CAPTAIN Robert Blackwood poses with his father, Walter, at Philadelphia. Brown in this game with the University of Pennsylvania 11-2. It has been a good season, 12 games won, 6 lost and 2 tied, to the middle of February. Walter, sales service manager of Fibre Box Division, and his wife have won every game this season. Bob is a senior Brown.

Mystery Ride Proposed For Bird Club Members

Do you like mysteries? There's one offered to Bird Club members right now which you can solve with real pleasure by returning the MYSTERY RIDE flyer to Joseph Geehan, Special Activities chairman.

A mystery ride is no mystery if you know more than the starting point in advance, so all Joe will tell us now is that on some weekday evening in April this evening of top-notch fun and entertainment will take place — IF enough members sign up.

The charges will be modest. The excitement and the entertainment will make this an evening really unusual. Joe won't tell us, but he hints at surprises, possible prizes, possibly a dinner. If you like the idea of a real adventure in entertainment, sign up NOW and assure the success of this new type of Bird Club activity.

Joe and his committee are hoping for an enthusiastic response.

Buy Bulbs Now For Your Summer Garden

Once again Bird Club members can buy bulbs from Holland at attractive prices. The offer which was sent to members last month by Chairman Alec MacIntyre is for *summer flowering* bulbs — tuberous begonias, glads and dahlias.

It's the same offer — with the same collections — as last year. Those who bought bulbs report that they were of highest quality and the results in the garden, spectacular.

Deadline for returning your order is March 10. Special brochures describing the bulbs are available from Alex MacIntyre at the Fibre Box Plant Office.

TOP OF THE NEWS

(continued from page 3)

We are glad to hear that Hugh Caron's son Alan, has been transferred from the Chelsea Naval Hospital to the Veteran's Hospital in Togus, Maine. Alan is awaiting a medical discharge from the Navy. While at Togus Alan will receive further medical care and will be near his family who reside in Waterville.

Congratulations to our salesman, Dick Bourgon, who has been named top Fibre Box Division salesman for 1967. Besides his selling achievement, we learn that Dick is a well-rounded golfer and skater. Every Sunday this winter Dick has been putting in a few hours of vigorous skating at the new Colby College skating arena.

A friendly welcome to a new Waterville employee — Ray Fishburn. Ray is performing duties as our baler-cleaner and is a native of Chicago.

Foreman Norman Mathieu will play basketball at the "Dollars for Scholars"

basketball game coming soon. All proceeds from this game go into a fund for high school seniors who are planning to enter college and do not have the necessary funds. Norm will be one of a group of five who will play against the junior varsity team of Winslow High School.

MANCHESTER PLANT

Louise Dionne of the Set-Up Department is the proud grandmother of an eight-pound boy named Stephen. The mother is Evelyn Gamlin of Wakefield, Mass. Louise, at the time these news items were prepared, was expecting to spend a week's vacation (?) with her daughter Evelyn and the new baby, the week of February 19.

We are sorry to learn of the death of Henri Simard, former employee at this plant.

Our condolences to Hazel Rybczyk, whose sister died after a long illness.

By the time this comes to print, we expect Bob Harden and his wife, Barbara, to be in Mobile, Alabama for the Miss Teen-Age America contest, and, of course, we are all hoping that their daughter, Barbara Jo, will win.

In the Women's City Ten-Pin Tournament held at the Ten-Pin Alleys in Manchester, January 27 and 28, Polly Boudreau of the Set-Up Department bowling with Louise Beauparlant in the Women's Doubles finished in fourth place with a score of 1076, including handicap.

On a five-girl team at the same alleys Marian Spargano finished in third place in handicap bowling during this same tournament.

Welcome to Charles Funk, our new utility man in the warehouse night shift, and our new addition to the Manchester office, Arline St. Onge.

CHARLESTON PLANT

We are glad to hear that Jess Ulmer's wife is recovering nicely from a recent illness.

Rufus Grimbail finally gave up his bachelorhood on February 10, 1968 when he married Miss Alethea Harrison. Congratulations.

We have received word that Mrs. Mildred O'Brien, former Bird employee, has been seriously ill. We wish Mildred a speedy recovery.

Welcome to Barbara Duly who is our new mail clerk.

Stan Phillips has just completed thirty-nine continuous years with Bird & Son and shows no sign of slowing down yet.

Gloria Patterson and husband, Johnny, recently were spectators at the International Races, Daytona Beach, Fla. According to Gloria, the races were terrific but the weather was freezing.

Our sympathies to James Huckabee and family on the death of his father-in-law on February 11, 1968.

Congratulations to Ray Gooden, son of S. A. Gooden, who was recently married.

Bill Wilson's son, John, proved to be a chip off the old block during the deer season this year. He bagged two bucks — we have no report on Bill's success.

Our condolences to Acie and Donnie Ration who lost their mother, February 13, 1968.

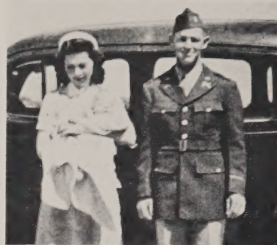
Arline Wilkes has been on pins and needles for the past two weeks. She has been expecting a call from her husband in Thailand.

We are pleased to hear that Richard Estelle's daughter is doing nicely after a minor operation.

Thailand has claimed another husband — Fran Cleveland's husband, Fred, has recently been transferred there.

Good luck to Linda Willis and Gerri Patterson who are leaving us to join their husbands in Germany. We all wish you many exciting adventures in the months ahead.

Bill Price's son, Van, former employee, who is now in the Air Force, was a recent visitor to Charleston. Bill says Van has gained twenty pounds and looks great — must be the Air Force cooking.



A wedding of great interest in Shreveport was the recent marriage of Janet Inez Moores, Lieutenant in the United States Navy, Lakewood, California, to Durrett Lamar Oliver, III, Lieutenant in the United States Air Force. Lt. Oliver is the son of D. L. Oliver, Jr., foreman in the Shreveport Plant. To begin in the beginning, the first picture shows Lt. Oliver, III when his uniform consisted of triangular pants, and "daddy" was wearing the uniform of a lieutenant (picture in August, 1943, REVIEW just before Oliver, Jr. went overseas in WWII). Picture no. 2 is the recent bride and groom.

Many of us have watched this wonderful young man grow up, receive his BS degree in Electrical Engineering at Louisiana Tech and then march off to the colors.

We are not sure which Lt. has the rank in this home, but after their tour of duty, the Olivers will live in Lake Charles, Louisiana where D. L., III is employed by the Chemical Division of Pittsburgh Plate Glass Company.

We are pleased to learn that Gib Marsh's mother is recovering after a long and serious illness.

Congratulations to Second Lieutenant Reginald Swain, former employee, who recently received his wings at Craig Air Force Base, Ala. Lt. Swain will fly the F-100 Super Saber Jets.

M. M. MacDonald walked off with the Silver Prize for the best bloom in the Coastal Carolina Camellia Society's February show.

We hear that Bob Popp has acquired an old sailing sloop which takes up all his spare time and energy trying to make it "salable." If you decide to go looking for buried treasure, Bob, lots of luck.

Teddy Kellen's wife is in the hospital undergoing eye surgery. We wish her a speedy recovery.

We sincerely hope that Dan Clarke's daughter, the victim of a serious accident, is well on the way to recovery.

During March The Citadel, the military college of South Carolina located in Charleston, is celebrating its 125th Anniversary. Many Bird & Son employees will be attending and enjoying the events during the ten days of celebration March 14 through 23. There is to be a concert by the Philadelphia Orchestra, a special performance of "Up With People!" (a group of 150 persons singing patriotic songs), a costume ball, an

historical pageant, a parade, special review of the 2000 man corps of cadets on campus and an alumni banquet. The theme of commemoration is "Thanks to Charleston and South Carolina for serving as host to The Citadel during its 125 year history."

Citadel cadets fired the first shot of the Civil War on January 29, 1861 when the cadets manning a battery of 24-pound siege guns on Morris Island fired on the Federal steamer "Star of the West." That ship was attempting to deliver troops and supplies to beleaguered Fort Sumter in Charleston Harbor. Three hits were scored. This was sufficient to cause the ship to turn and evacuate Charleston Harbor.

CHICAGO ROOFING PLANT

Our sympathy is extended to the W. Quinn family on the loss of their son who was serving with the Army in Vietnam.

B. G. Macfarlane is doing fine after surgery and by the time this goes to press will no doubt, be back on the job.

Wally Overholt (Foreman) and wife had a fine week's vacation in Miami, Fla., recently.

Welcome to Edward Piatkowski who joined Bird & Son at the Chicago Plant on February 19 as a Maintenance foreman. We hope he has a long and successful stay with us.

Welcome also to John Bielawski who on January 1st became assistant superintendent at the Chicago Roofing Plant in addition to his duties as assistant superintendent at the Felt Mill. We wish him good success on his new assignment.

CHICAGO FELT MILL

We congratulate Natividad Salazar who was appointed tour foreman on February 1.

We are sorry to see Matt Sugrads leave us. Matt and his family went back to Canada.

Congratulations to Ray Rivas and his wife who are the proud parents of a baby boy born February 6. Ray is one of our foremen.

Lupe Sanchez is having a hard time getting back and forth to work since he still does not have his 1968 plates on his car yet.

PERTH AMBOY PLANT

On November 25 last year Miss Elaine Ann Zavorski, daughter of Joseph and Ethel Zavorski, married Robert R. Lowe. The beautiful double-ring ceremony was held at St. John's Orthodox Greek Catholic Church at Perth Amboy. The highlight of the ceremony was the crowning of the bride and groom with flowers to signify the sovereignty of the household.

A reception was held at St. John's Hall after which the couple honeymooned at Strickland's Mountain Inn in the Pocono Mountains.

(continued on page 5)



MR. AND MRS. Robert R. Lowe of Perth Amboy were recently married. Robert is a laboratory technician at the Perth Amboy plant. Mrs. Lowe's father, Joe Zavorski, is foreman of No. 2 Machine.

SUPPORT RED CROSS

help
us
help



REPORTERS FOR SHREVEPORT: Willie Smith, Dorothy Furnish, Frank Markham, Jackie Tipton, Miller, Ashford Sheppard, R. N. Potter, Lucille Sullins, John Evans and William Winkler.

OF THE NEWS

(continued from page 4)

rs. Lowe is a practical nurse at Perth General Hospital; Bird and Lowe is a laboratory technician at the Bird & Son Co. The father of the bride, Joe Zavorski, is a foreman on No. 2 machine. The newlyweds now reside at 216 Madison Avenue in Shreveport.

SHREVEPORT PLANT

The Shreveport Division has appointed a special Review reporters in order to have an interesting news in the future. Picked on this page are the new members: L. Smith, Dorothy Furnish, Frank Markham, Jackie Tipton, R. N. Potter, Ashford Sheppard, R. N. Potter, Lucille Sullins, John Evans and William Winkler. Every member is assigned to different departments in the mill and office. Dick Potter is the photographer, John Evans the news editor and Frank Markham is the editor and co-ordinator.

John L. Stephens, son of Verlin Stephens, returned from Viet Nam recently. He served with the 18th Engineer Brigade, supporting the 173rd Airborne Division.

SEANT JOHNNY
THENS, recently
from Viet
Nam, is the son
of Stephens who
served on No. 3 Ma-
chine at Shreveport.



odney Lewis, on Military Leave, wrote his first West on February 3rd that he has 49 more days in Viet Nam before he can get sent for the United States. He said he had been times when he had felt a uneasy about Saigon and KheSanh. He receives the BIRD REVIEW and writes to say "hello" to Miss Mac.

Blanche Kerlin spent the week end in San Antonio, Texas where she and her sister from Dallas chaperoned their two nieces while they attended a dance at Texas A&M College. Blanche, whose son is on an assignment in Australia, received a surprise phone call from him on Valentine's Day. Blanche says it is a trip to visit him this fall.

When Bill Wycoff was transferred to a factory in Indiana, we felt he would miss good Cajun Cooking in New Orleans. John Evans has promised to send "Care Packages" to him in his new territory.

Label M. Cohn, of the Traffic Department, has returned from New Orleans after getting the happy experience of getting acquainted with Gordon Love Flanagan, her grandson, born January 23. The proud parents are Mr. and Mrs. M. D. Flanagan, formerly of Shreveport.

Edwin Sompayrac has just returned from New Orleans where he attended the Grand Council of Master Masons, F&AM, Edwidge Senior Warden of W. H. Booth Lodge

No. 380. Among the prominent people attending were Louisiana Congressman Otto Passman and Joe D. Waggoner.

Mark Lee McKerry, stepson of J. D. Pharr, veteran of the Navy had spent nine months in Viet Nam and returned to L.S.U. He was on a visit to Shreveport when a damaged fire cracker went off in his hand, blowing his right hand off. Mark is already practicing writing with his left hand and plans to continue his education. We wish him the very best luck.

Congratulations to William E. (Bill) McClung on receiving the following letter from J. G. Tharpe, President of Baptist Christian College, where Bill is a student in the evening classes:

"Congratulations on your accomplishment in the academic field at Baptist Christian College. Because of your grade average, you have been placed on the Honor Roll for the Fall Semester 1968.

"You are one of the few among many students who have reached this level of achievement and my prayer is that you will continue to excel in your studies.

"Your accomplishment is a credit to you and to Baptist Christian College.

Sincerely,

(Signed) J. G. Tharpe,
President

Besides his day's work at the office, Bill has two small sons whom he likes to enjoy during his spare(?) time. Added to this is the fact that Mrs. McClung teaches school, so we are sure Bill has a few chores, such as washing dishes, around the house. Good work, Bill, we are very proud of you and happy to have you aboard!

Opal Clay, Shreveport sales correspondent, was very pleasantly surprised recently when she received a call from Mr. and Mrs. Tony Whalen. She and the Whalens were neighbors 34 years ago in Colombia, South America and had not seen each other since that time. Mr. and Mrs. Whalen have a daughter living very near the Shreveport Plant and it was on a visit here to see her that they happened to notice Opal's name in the Shreveport newspaper when her father passed away and consequently arranged a get-together.

Mr. and Mrs. L. G. Houston just returned from a winter vacation in the Miami Beach area. While there they saw Lou Harriman, retired East Walpole employee, who makes his winter home in Florida. Red said that one of the highlights of the trip was a chance to see, at reasonably close range, one of the moon rockets at Cape Kennedy. Red said he didn't see anyone selling tickets for the first trip, but he didn't think he would have bought one anyway.

Although it is still a while before Spring-time is actually here, good fishing reports are already quite numerous. Some that we have heard include W. L. Smith, Shipping Foreman, who has caught several black bass recently that weighed over 7 pounds. Willie does most of his fishing on Lake Murval. Robert Jolly, Shipping Department, and E. R. McCann, Maintenance Department, have caught several nice strings of white perch on Cross Lake. Kavat Loe and Bill Winkler have both found that they had rather let go-yo's do their fishing for them, both reporting good luck.

"Ruddigore" Cast Chosen; Performances on May 2, 3, 4

Early in February the cast for the May production of Gilbert and Sullivan's "Ruddigore" was announced by Director Leonard W. Weaver. In it are some new faces in the Neponset Choral Society, some familiar singers in new roles, and still other familiar singers in familiar and favorite roles:

Rose Maybud — Louise Hall
Hannah — Delphine Brule
Mad Margaret — Miriam Halsey
Zorah — Deborah Cobb
Ruth — Dorothy Fader
Robin — Ronald Dobson
Richard — Walter Borlase
Sir Despard Murgatroyd —
Hoel Bowditch
Sir Roderic Murgatroyd —
Edgar Groat
Adam — Thomas Noonan.

Delphine Brule, Hoel Bowditch, Ed Groat and Tom Noonan are back in the roles they sang when the show was last produced in 1960. Louise Hall and Dorothy Fader have sung many roles with the group, but never these particular ones; Miriam Halsey, Walter Borlase, and Ronald Dobson were new singers in last year's production of "The Sorcerer," playing Constance, Alexis and Sir Marmaduke Pointdextre. Dobson took over this role on a week's notice last year and handled it most capably. Deborah Cobb is new to the group and brings to her role a fine voice and good acting ability.

"Ruddigore" will be produced for three nights, May 2, 3, and 4 at the Walpole High School. Reserve one of those dates for a show you'll surely enjoy.

Bird Club Hospital Show At Wrentham State School

A capacity audience enjoyed the Bird Club Hospital Show at the Wrentham State School on Tuesday, February 13. Twenty-one acts by fourteen different performers or groups were presented and received with great enthusiasm.

Two more shows are scheduled this season: Cushing Hospital in Framingham on March 13 and the Chelsea Soldiers' Home in mid-April.

Contributors

Reporters contributing to this issue include: Mildred Sanborn, Bennie Pallicko, Frances Smith, Harriet Sutherland, Barbara Sansone, Julius Sackmar, Beatrice Tyrrell, Kevin Connor, Robert Pearson, Sharon Duquette, Robert MacLeod, Virginia O'Brien, Robert Zobel, Kenneth Biehl, Rita Fedor, Ted Pierce, Leonard Weaver, Raymond Bearce, William Grazado, Catherine Brady, William Grinavic, William Ford, Frank Markham, Ora Miller, Dorothy Furnish, John Evans, Lucille Sullins, Dick Urry, William Mazyck, Jean Damon, Janice Ritter, Linda Beavers, Louisa Graham, Edward Conley, Mary Driscoll.

Richard F. Brown of Shreveport, brother of Ora Miller, was promoted to the rank of full Colonel during recent ceremonies conducted at the Army's Carlisle Barracks in Pennsylvania. Ora says that along with this promotion, he has requested that he be sent to Viet Nam again. Richard has served in every theatre of war since WWII, and was seriously wounded in the Korean conflict.



**Give to Help
People.**

Recent Deaths

Ernest M. Oeser

ERNEST M. OESER, 67, retired Phillipsdale employee, died January 30, 1968.

Born in East Providence, he had lived there most of his life. His Bird & Son employment began in 1942. He had been a checker and lift truck operator in the Stock Handling Department, retiring in March 1966. He was a member of the Riverside Sportsmen's Club and an honorary member of the Royal Lancers Drum and Bugle Corps of Bristol County.

Funeral services were held in East Providence on February 2 at the J. H. Williams & Co. Funeral Home. He is survived by two sisters, Mrs. Mae Miller and Mrs. Lloyd Millard, both of East Providence.

Patsy Catenacci

PATSY CATENACCI, who retired in October of last year, died at the Leonard Morse Hospital in Natick on January 31st. Born in Rome, Italy, he had lived in Medfield for 60 years and had worked for Bird & Son from January 1943.

He was employed in the Stock Handling Department of the Paper Mill, working most of the time as a lift truck operator.

Funeral services were held on February 3 with a high mass of requiem at St. Edward's Church, Medfield. He is survived by his wife, Mrs. Caroline Catenacci of Somerville; a daughter, Mrs. Louise Terasconi of Framingham; his mother, Mrs. Mary Catenacci Iafolla of Medfield; three brothers, three sisters and six grandchildren.

Carl Edman

CARL EDMAN, retired since December 1956 from the Norwood Roofing Plant died February 7 at the Norwood Hospital at the age of 78.

Born in Finland, he had lived in Norwood for more than 68 years and worked at the Roofing Plant from April 1934 to December 1956 as an "A" Millwright.

Funeral services were held at Emmanuel Lutheran Church, Norwood on February 10. He is survived by a daughter, Agnes, and a son, Carl, both of Norwood.



TOP TEAM IN FEBRUARY. These are the bowlers on Team FBM which was leading the Bird Club League in February: John Ambers, Fred Turco, Armando Croatti, Ted Pierce, Everett Pyne, and Joseph Purpura.

This team also holds high single and high three string records of 616 and 1700. Croatti is the individual high three leader with 390, and last month rolled a dazzling 429 in the Business League.

Bowling Statistics

(continued from page 1)

the high team single and three string records of 616 and 1700.

Latest standings:

TEAM	WON	LOST	PCT.
EMW	77	43	.642
FBM	75	45	.625
FX2	71	49	.592
K	55	65	.458
FBW	54	66	.450
A	51	69	.425
Hill	49	71	.408
EM	48	72	.400

Five highest bowlers:

NAME	TEAM	AVERAGE
John Ambers	FBM	111.5
Armando Croatti	FBM	110.7
Fred Turco	FBM	107.7
Thomas Gugliotta	Hill	107.0
Ted Pierce	FBM	104.7

Bargain Price Tickets For "Half A Sixpence"

"Half A Sixpence," another fine movie, is offered to Bird Club members and their guests at special prices. The Special Activities Committee, Joe Geehan, chairman, announces a Sunday evening performance on March 24 at 5:15 P.M. at the Sack Cheri, 150 Dalton St., Boston.

The show had its New England premiere on March 6 and promises to be the hit musical of the year, according to all press releases. It was a smash hit in London and one of the most successful shows on Broadway for almost four years.

Get your returns in early. Prices: Members, \$1.45; guests, \$2.45.

New Location for Golf; Notices Out Soon

The Bird Club Golf Committee, headed by Raymond Bearce, announces that this season the Club matches will be played at the Brook Meadow Golf Club, a new Club in Canton. Notices will be mailed to Bird Club members soon announcing the opening date and requesting players to sign up.

Three Given Supervisory Posts At Chicago Plants

Several supervisory changes have been made since the first of the year at the Chicago plants of Bird & Son. On the first of January John Bielawski was appointed superintendent of the Chicago Roofing Plant in addition to his duties as assistant superintendent of the Chicago Felt Mill. On February 1 Natividad Salazar (Nati) was promoted to tour foreman at the Felt Mill and on February 19 Edward Piatkowski joined the Chicago Roofing Plant as maintenance foreman.

John Bielawski came with Bird & Son on the first of January 1962 when the Felt Mill was acquired from Globe Roofing Products. At that time he was a tour foreman on the paper machine and had been with Globe since February 1948. On November 4, 1964 he was made assistant superintendent of the Felt Mill.

Born in Chicago, he spent several of his young years in the state of Michigan where he attended high school. In 1947 the family moved back to Chicago. He served in the Army for two years, most of the time being spent overseas.

It is easy to see that one of John's hobbies is carpentry, as evidenced by the extensive remodeling he has done on his present home and also on his previous home. Most of this was done before he became assistant superintendent; since then he just doesn't have the time.

John, his wife Stephanie, and their six children live on the southeast side of Chicago. They have four girls and two boys ranging in age from two to fourteen years.

Nati Salazar was also an old-time employee of the Globe Roofing Company when Bird & Son took over the operation on January 1, 1962. His original date with the company was May

1948. For the past several years he has been a machine tender on No. 1 Felt Machine.

Nati was born and raised in Hidalgo, Texas and attended school there. He came to Chicago, and to work at the Felt Mill, and this has been his only job since moving to this area. He is married and lives with his wife, Ramona, and four sons and a daughter on the southeast side of Chicago.

Edward Piatkowski, who joined the Chicago Roofing Plant on February 19, was born and raised in South Bend, Indiana and attended Washington High School in that city. In his early working years he was with Oliver Farm Equipment Company and Studebaker Corp. in South Bend. In 1960 he came into the Chicago area where he has worked in various companies in their maintenance departments. He comes to us after several years with a local company where he supervised line crews in the maintenance of electrical and mechanical equipment. Since high school days he has continued his education by taking various electrical engineering courses.

Ed lives in Lemont, Illinois with his wife and two children.

Ella Stratton, Nurse, and H. T. Barker, Chief Chemist, Retired in February

HERMON T. BARKER of 15 Union Street, East Walpole, retired at the end of February after more than 40 years of service. He graduated from Dartmouth College in 1924 with a B.S. degree, and in 1927 from M.I.T. with a Masters degree, starting a month later, July 18, 1927, as a chemist at the East Walpole Paper Mill Laboratory. Here he worked in both research and product control, becoming chief chemist in April 1941.

Mr. Barker has been very active in the American Chemical Society, (mem-

ber for 40 years) and TAPPI (Technical Association of Paper and Pulp Industries). He has been a TAPPI member for 30 years and has served on several technical committees. He was chairman of the Corrugated Containers Technical Committee, and was treasurer of the International section of TAPPI for several years.

He served on the Industry Advisory Committee on Fibreboard Containers, the Quartermaster Food & Container Institute for the Armed Forces Quartermaster Research & Engineering Command. During World War II when he served on the Technical Committee of the Fibre Box Association he was one of those who helped develop the V-Bond for waterproof containers for the armed forces. His work in this connection brought him a citation from the Quartermaster General.

Hermion was closely associated with the formation and development of the Jute Research Institute which is well known as the Fibre Conservation Corporation. He served one term as chairman of this group's Technical Committee.

Hermion and Pauline Barker lived in East Walpole and have one daughter, Ann, who married Lieut. Alan D. Olson of Walpole, a West Point graduate, in July. Lt. Olson is presently stationed in Okinawa with the U.S. Army and will shortly join him there.



Hermon T. Barker

MRS. ELLA L. STRATTON, plant nurse at Norwood Roofing Plant and the M. Hospital, retired at the end of February after nearly 20 years of service.

She was educated in schools in New Brunswick, Canada and took her nursing training at Boston City Hospital. She then joined the staff at the Boston City Hospital and had advanced to the position of head nurse there before leaving in 1942 to move to Worcester. In that city she became assistant to the director of the Worcester Foundation for Experimental Biology, staying there until her husband's death early in 1948. In October of 1948 she joined the Bird & Son hospital staff.

Retirement plans include probable trips to both Florida and Arizona where she has friends — and perhaps a trip to California, too, to visit a sister-in-law who lives in the Los Angeles area.

Ella was a regular bowler on the Bird Club Girls' Bowling Team for ten years. Her off the job interests include traveling, going and visiting museums and places of interest. She will continue to make her home in East Walpole.

The BIRD REVIEW

Issue 56 No. 4

Published for Bird & Son, inc. employees and their families

April 1968

Severe Flood Damage Averted by 'Round-Clock' Effort at E. Walpole Dam

Facing the worst flood threat since 1955, Bird & Son plants successfully averted the flooding Neponset River at the East Walpole and Norwood in mid-March.

No. 2 and No. 3 paper machines were out of operation for about two weeks. There was minor flooding in No. 1 Machine Room and the threat of flooding in No. 3 Room; so the machines were shut down and motors removed to safety. The lower floor of the Portland Cement Department at the Milling Plant was also flooded for a few days.

The heavy rains on Sunday night, March 17th, brought the level of the river to the brim of the pond in East Walpole early Monday morning. To prevent water going over the top and threatening away the bank at the dam, maintenance and production employees used sandbags and bales of paper all along the pond's edge. Paper Mill Manager B. J. Lehto, Superintendent Albert Foreman, General Maintenance Foreman Lili Petroni, and Foremen John Barnes and James Barnes supervised the work assisted by Safety Manager Robert Roby; almost everybody working in

(continued on page 2)

DISTRIBUTION OF 1967 SALES DOLLAR



Stockholders' Report Shows Total Sales Up, Profits Down

Net sales for Bird & Son, inc. and its subsidiary, Bird Machine Company, were \$78,254,000 in 1967, an increase of nearly \$3 million over the year 1966. Net earnings (profits) were \$2,875,000, about \$430,000 lower than profits in 1966.

For the last five years, total net sales of the company have shown a steady increase — from just under \$61 million in 1963 to well over \$78 million last year. This healthy and encouraging growth in sales has not, however, been matched by corresponding growth in profits. In fact, as the figures in the first paragraph show, profits dropped in 1967. We took in more money from the sale of our products, but at the end of the year 1967 we had less money to pay dividends to our stockholders and to reinvest in the business for future security. The 1967 earnings of \$2,875,000 represent a profit of only 3.67% on more than \$78 million in sales.

The decrease in earnings was chiefly due to very competitive conditions in the Building Materials Group early in 1967. Prices were down throughout the industry; later in the year both prices and volume of sales improved, and as a result this group showed a better performance in the final months of 1967.

The Paperboard Group showed improvement in operating efficiencies during the year; however, for most products of this group, the demand was not quite as strong as in 1966.

The Bird Machine Company operation in South Walpole experienced another good year with sales and earnings both holding up well.

The company paid more for raw materials and supplies, and also for wages and salaries, in 1967. Almost 51¢ of every sales dollar went for the materials and supplies and other costs necessary to keep us in business. The total was \$39,777,000. Total wages, salaries and employee benefits amounted to \$26,719,000, an increase of \$1,786,000 over the 1966 figure of \$24,933,000. Dividend payments to stockholders were \$956,000 on the common stock and \$86,000 on the preferred stock. After payment of dividends, \$1,833,000 in profits remained and was reinvested in the business to provide security of operations and jobs in the future.

During 1967 the company spent nearly \$4 million in improvements in all plants. This includes a sum of \$300,000 for better control of operations to reduce air and water pollution.

The long term debt was reduced during the year by \$660,000 and now stands at \$4,570,000. This represents

A. G. Marsh, Jr. Appointed Assistant Supt., Charleston

A. G. Marsh, Jr. (Gib) of Charleston, South Carolina, was appointed assistant superintendent at the Charleston Plant on March 1st.

Joining Bird & Son as a trainee at the Charleston Sales office in September, 1949, he was promoted to sales representative in Kentucky in March 1950. In 1954 he was assigned to Charleston as a sales representative, and it is from this position that he moves to his new assignment.

In June 1949 he graduated from the University of North Carolina, School of Commerce. Mr. Marsh and his wife, Susan, live in Moreland, a section of Charleston. They have two sons, 15 and 18 years of age. Gib is very active in sports; at present he is defending handball masters double champion of the Carolinas.



FLOOD WATERS had receded slightly when this picture was taken at the East Walpole Mill. On Sunday and Monday nights, when the rain was heaviest, water was spilling over the dam and might have eroded the road and embankment, except for sandbags and paper bales.

(continued on page 4)



The BIRD REVIEW

Vol. 56 No. 4

April 1968

mea

Published for the employees of Bird & Son, inc., and their families.

Editorial Office at East Walpole, Mass.

Member of Mass. Industrial Editors' Association and International Council of Industrial Editors, Inc.

EDGAR M. GROUT, Editor

JOHN J. MURPHY, Adviser

CLEAN OUT NOW!

How will your house burn when it catches fire — hot, hungrily and fast, or just a small controllable blaze?

In many cases one house will have only a small fire, and another will be gutted before it can be stopped.

Rubbish is often the answer.

Most people don't realize how much rubbish they have around the house. They just don't recognize old mattresses in the attic, old clothing in closets, and stored furniture in the basement as rubbish.

But that's what it is. And all too often it means the difference between a small fire and a bad one. So clean it out — now!



Flood Controlled

(continued from page 1)

the area was involved during the critical hours on Monday and Tuesday, working in rain and cold, and through the night as necessary to meet the emergency. A sump pump, placed in the pit at No. 2 paper machine, was in constant operation for several days. If this had failed, several inches of water would have flooded the mill office and the generators for the paper machines would have been in danger; however, there was no damage, as the pump took care of the situation.

The crest of the flood came at the East Walpole dam during the night of

Monday, March 18. At that time there was further anxiety about the weakened dam upstream at Plimptonville, above Bird pond. Here, water pouring over the dam on Monday had eaten away the earthen bank, leaving only the old cement wall to hold the flood. Boston Edison workers placed sandbags on top of the dam and it held.

By Wednesday morning the water level had receded and the paper machines were again operating. A letter of appreciation was posted on the plant bulletin boards by Manager B. J. Lehto, thanking all of the men who worked



FILLING SANDBAGS to place at the East Walpole dam. Many East Walpole employees, working around the clock in rain and cold, helped keep flood waters contained during the critical hours of the mid-March flood. Here, filling sandbags, are James Barnes, foreman, Joseph Foley, Vernal Herrick, John Folan and Charles LeCourt. Photo by Arthur Chamberlain, Paper Mill.

Retirement Time Arrives For A. Lorne Murphy

A. LORNE MURPHY, shift boss at the Norwood Roofing Plant for over 20 years, retired at the end of February. For some months ill health has prevented him from being at work, so he decided to take advantage of the retirement program a little earlier than he might otherwise have done.

His health is improved so that he can enjoy doing things at his home, 14 School Street, Norwood. Also he is still able to enjoy his season ticket to Bruins games and occasional trips to Boston for Red Sox games.

Lorne's continuous employment began on September 26, 1935 at the Finishing Department of the Roofing Plant. But before that he had four years of employment at the Floor Covering Plant, between 1925 and 1929, under Leslie Latham, foreman. He was born and raised on Prince Edward Island.

At the Roofing Plant, he worked for Charles Seavey for many years, moving to the Asphalt Blowing Department in 1945. Here, under foremen Nelson Bartlett and Ray Bearce, he progressed to the position of shift boss, which he held from 1946.

Lorne takes great happiness in his large family. His oldest daughter is Mrs. Eileen Saia of Walpole; Lorna is Mrs. Edward Boonstra of Bellingham — her father-in-law is Albert Boonstra, manager for W.J. Hill; Eugene, a graduate of the University of Oklahoma, is married and works for a pharmaceutical company in San Francisco; Paul, a graduate of the University of Massachusetts, is married and working in hotel management in Connecticut, living in Woodstock; Patricia is in nurse's training at the Quincy City Hospital; and Christine attends Norwood High School and lives at home.

hard and loyally through the rain and cold to handle the emergency.

At the Norwood Roofing Plant, when water from the flooded Neponset rose into the work area at the Cement Department, the operation was shut down and Maintenance Foreman Charles Chorlton and his crew raised the motors to a safe level. By Thursday, the 21st, the water had receded so that mopping up could start, and the department went back to production on March 25. At the height of the flood there were about twenty inches of water in this work area.

Bad flooding in the roadway on East Street at the Fibre Box Plant entrance on Tuesday the 19th was quickly cleared up by a crew from the Public Works Department of Walpole. Vice President Harold R. Bonnyman sent them a letter of thanks on behalf of the company.

"You never know how fortunate you are until you enter a gift shop and see how many things your friends haven't given you."

Evan Esar

CHILDREN LEFT ALONE

With Spring "bustin' out all over" everybody wants to "bust out" too.

Unhappily this is the time w/parents, in the urge to get out, too, then make the fatal error of leaving small children alone in the house, according to the National Fire Protection Association.

That quick shopping errand, brief cup of coffee with the neighbor next door is all the time needed by to do its deadly work. Sometimes children start the fires, playing w/matches or stoves. Sometimes fire simply seems to choose this moment to strike.

The shocking fact, established by National Fire Protection Association studies, is that one child out of every three who die in fires was alone & helpless when the fire struck.

Whenever you are tempted to out for "just a few minutes" with the children, don't. Take them w/you, or leave them home with a competent older family member or babysitter.

Play it safe, and you'll never be sorry!

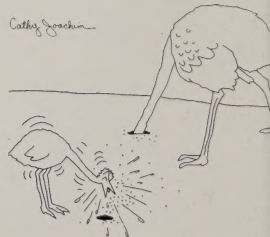
Neponset Choral Society Brings "Ruddigore" To Walpole H. S. May 2, 3,

"Ruddigore," that famous Gilbert & Sullivan operetta, comes to Walpole High School on May 2, 3 and 4. Final rehearsals of the Neponset Choral Society, now taking place, indicate that show will be as popular and enjoyable as when it packed the high school auditorium eight years ago in 1960.

This tale of the accursed Murgatroyd baronets has some of Gilbert's wittiest lines and Sullivan's finest tunes. It concerns a baronet whose curse is that he must commit a daily crime. Ready to threaten him with his life if he does not, are all the family ghosts who, in Act I, step from their portraits on the wall to make him do their bidding. There's mance, comedy, dancing — all the makings of good entertainment that make these G. & S. shows so popular.

Tickets have recently gone on sale. Get your order in early. Each year the Choral Society's spring show attracts a larger audience. The best choice of seats is for Thursday night, but some good seats are still available for both Friday and Saturday. The Bird Club offers a special price for members.

Cathy Spooner



"P-T-T-OOOOIE! I'd rather face facts!"

© Copyright of the Author

TOP OF THE NEWS

IN OFFICE

March 15 was a happy day for Mrs. M. Dot" Gahagan. This was her 25th Bird anniversary, celebrated quietly in accordance with her wishes, but with plenty of arm greetings from her many friends. There was the beautiful bouquet of red roses from her boss, B. P. Soward; after a lunch hour with friends at the cafeteria, she returned to her desk to find it laden with flowers, candy and pack-ets. The gifts from her co-workers included beautiful Royal Doulton figurines, large earrings and a sum of money. Dot worked in the Stenographic Department and then as secretary to former Sales Manager Chester Andrews for several years. Her marriage in 1940, so her total time with the company though not continuous is much longer than 25.

Doni Carlson, her husband, sister-in-law and three of her friends went to New York over the St. Patrick's Day weekend. Her brother Sutherland and her husband, her sister-in-law flew to Lake Havasu City, Arizona for the weekend of March 16.

Many employees throughout Bird & Son mourn the passing of their good friend, Ed Hargreaves. His sudden death was a shock to all of us.

Most employees in the Purchasing department include: Linda Schaefer of Norfolk, Rose Anne Tennally also of Norfolk, but originally from Kentucky, Margaret Menadeu of North Attleboro and Penelope Harper of Wrentham, who formerly worked at Bird Machine Company.

Eileen Tobosky, who recently had a visit from her granddaughter from New Hampshire, proudly reports that the little lady is 18 months old, has four teeth, weighs 22 pounds and is a beautiful baby.

Richard Phipps, recently became a grandfather. Wendy Lee Phipps, first child of Mr. J. R. Hollister, weighed 7 lbs. 9 oz. when she arrived on March 20.

PER MILL

Those who work in the mill office invite all to come and visit us with our new new, new ceiling, new partitions and new job.

We welcome to the laboratory our new chemist, Robert Bratfay, and two paper inspectors, Kenneth Hodgkins and Robert E.

Our friends have been received from former Chemist Hermon Barker who retired at the end of February. He and his wife, Mary, flew to California with their daughter to be with her for a week before she left to join her husband in Okinawa. And Mrs. Barker then stayed on in California to enjoy the spring sunshine and visit with friends and relatives.

A note just arrived from El Cajon, California says:

"I wish it were possible to thank each one of you who made my retirement so pleasant. Please accept this unsatisfactory substitute as a personal thank you to each and every one of the friends at Bird & Son, and friends in supplier industries, who helped to make this occasion so memorable. Mr. Barker and I join me in saying, 'Thank you very much.'"

John Hurd's son, Allan, has been added to the Dean's List for outstanding academic achievement during the first semester at Wentworth Institute, Evening Division in Boston. Allan is studying Electrical Engineering Technology.

In the first of April, Salesman Tom Harte was appointed salesman of tubes and cores for the Dinsmore Division. Also, on that same day John J. Flanagan joined the company as Special Papers sales- man. He lives in Canton and was formerly sales work with the Continental Can Company.

MAINTENANCE AND POWER

We are glad to welcome Edward Allaire, a thorough Isaacson and Edward Carleton to the Boiler Room.

Congratulations and a welcome back to Jerry Westhaver. The congratulations are for getting his 2nd Class Engineers license

and the welcome is on his return to the department after being on the sick list for some time.

FIBRE BOX PLANT AND OFFICE

Marcel Morin is one of our early vacationists. He and his wife went to Florida for a month's vacation.

We express our sympathy to Wirt Nulter whose sister died recently and to Thomas Conannon whose visit to Ireland in February was saddened by the death of his mother on February 15.

Percy Spiers and Andrew Wall are still out convalescing. We hope to see them back soon and also George Nieva who has been out with an injury.

Our sympathies to Bennie Pallocco whose father, Stanley, died on March 28. Stanley was a Fibre Box Plant employee for 30 years before his retirement in 1949.

Philip Thompson, Northeastern Coop student in Industrial Engineering, has recently given Leslie Robinson of Quincy a hope chest. Phil will be receiving his B.S. Degree in Business Management in June of 1969. No date has been set yet for the wedding.

E. WALPOLE SHOE CARTON PLANT

Our deepest sympathy to Roger Salois on the recent death of his mother.

Recently, on the sick list were Alice Pole of the Office and Bernard Pelinski and Peter Kodis in the plant. We hope all three are back at work by the time this page is in print.

NORWOOD ROOFING PLANT

Mr. and Mrs. Armando Croatti spent a week in Bermuda and had a wonderful time. The only thing that wasn't quite perfect Armando says was the fact that he couldn't bowl as there was no candle pin bowling on the island.

Dick Storkfelt, former chief electrician now retired, stopped in to see us recently. It was good to see him looking so well and feeling tops.

Frank and Helen Campisano spent a February vacation at Palm Beach, Florida visiting with relatives. Frank came back displaying a fine coat of tan and very much rested.

On March 2, the V.F.W. served a Corned Beef and Cabbage Dinner for members and guests. Among those present were Dick and Mrs. Carberry, Dennis Kennedy and friends, Eddie and Mrs. Carberry, Julius and Mrs. Sackmar and Malcolm and Mrs. Legay from the roofing mill. After an excellent dinner, all enjoyed dancing through the evening.

Some of the boys at the Roofing Mill had an impromptu bowling match at the Sport Center the first week in April. It proved to be quite an exhibition of championship bowling when Pete Carchedi from No. 1 machine rolled a 343 for three strings. Tex Gildwell from No. 6 machine topped this with a 370 including three strikes back to back. His high single string was 162.

The men, who attracted quite an audience by their exceptional bowling, were: Julius Sackmar, Pat Costello, Jim Goguen, Nick Pilavios, Pete Carchedi, Jim Smith, Fran Rooney, Tex Gildwell and Joe Dion.

CHARLESTON PLANT

We are happy to see that Spring is really beginning to show its signs in Charleston and at Bird & Son. Our flowers are beginning to bloom.



Save for a rainy day.

Invest in U.S. Savings Bonds, Freedom Shares



ROARING OVER THE EAST WALPOLE DAM, flood waters of the Neponset made a dramatic sight. The water came within inches of flooding over the road where Arthur Chamberlain stood to take this picture. At lower levels in the mill yard, water came up through drains to the yard and No. 2 Paper Machine room.

ning to bloom, we've spotted many a red bird from the window, and also with spring came a new paint job for the office.

Among our Spring fashions we see Bill Jenkins, our messenger, sporting bright blue tennis shoes. Maybe those are to match the fishing boat he just bought.

Recently Jeanne Brooks spent an enjoyable weekend in Samaria, North Carolina visiting with her son, Robert and his family.

We extend our welcome to Gloria Puckhaber, who works in the Sales Department. We understand that she and her family enjoyed a camping trip on Wando River one weekend.

Arline Wilkes, Sales Department, recently left Bird to enjoy a life of leisure.

We are happy to see Wartie Smith back at work after a short stay in the hospital.

Among recent visitors to the Charleston Plant were Fred May and Dale Adams from Shreveport. Also visiting were W. N. Hackney and R. S. Whitney, our Dixie and South Atlantic District managers.

We offer our condolences to Leon Robinson, Jr. whose brother was killed in Vietnam.

We have received word from Linda Willis and Gerri Patterson former Bird employees, of their arrival in Germany and that they are enjoying seeing the sights and their husbands.

We welcome Percy Steele our new Charleston salesman.

Fran Cleveland, our switchboard operator, recently enjoyed a weekend in New York with her husband prior to his departure to Thailand.

Tommy Epping and his wife Jeanette enjoyed a week of skiing at Maggie Valley, North Carolina at Cataloochee Ski Lodge. They reported no broken bones, just a lot of fun.

Jean Damon and her husband enjoyed a recent weekend in Charlotte, North Carolina where they attended a home and garden show.

Bob Zobel and his wife have been busy attending all the functions at the Citadel in honor of the Citadel's 125th anniversary. They especially enjoyed the Philadelphia Philharmonic Orchestra conducted by Eugene Ormandy.

Other graduates of this famous college who work for Bird at Charleston are William Wilson, foreman, class of 1951, and J. B. Blandford, salesman in Atlanta, class of 1959. Bob Zobel and Bill Wilson are classmates. And another member of that year's class is Fred Nolte, superintendent at Perth Amboy.

Tom Laz now carries a card designating him an Honorary Submariner to all good sailors of the seven seas. He received an invitation to sail on the U.S.S. ODAK (SS484) last January out of the Charleston, S.C. Naval Base. He was initiated into the mysteries of the deep being totally submerged and in consequence of such dunking

is now a true and loyal son of the Wearers of the Dolphin.

CHICAGO ROOFING PLANT

Estela Margarita arrived February 27, 1968 — 5 lbs. 12.5 oz. Congratulations to the proud parents — Mr. and Mrs. Yvon D. Roustan. Mr. Roustan is chief chemist at the Chicago Plant.

We extend a warm welcome to the new Western Division salesmen . . . J. Curtiss, W. M. Wycoff, and A. T. Edholm.

PHILLIPSDALE PLANT

Another season of bowling at Phillipsdale ended March 13th. The Humming Birds won first place; the Pigeons came in second. Ray Nolan took the men's high average and Pat Nallen was the winner among the women.

The banquet was held, as scheduled on March 17th at the El Morocco in Johnston; trophies were presented and an enjoyable evening was spent. For a time it looked as if the big St. Patrick's Day rainstorm was going to flood out the banquet hall, but thanks to the good work of the restaurant personnel and a large supply of mops and table cloths — all was well.

Congratulations to Oscar and Marie Hicks on the birth of their 8th child, a boy, James David, born on March 18. Oscar works in the Board Mill.

Welcome back to Ernest Bowlin who has been sick.

Congratulations to Alfred Gamba who just recently became the youngest grandfather at Phillipsdale. It's a boy.

Sincere sympathy to William Dickie of the laboratory who recently lost his father.

Merry and Ronnie Russell are happily celebrating the arrival of their first child, Ronald. Jr. was born in Providence on February 29 — a Leap Year baby, weighing in at 9 lbs. 1 oz. Merry is a former Phillipsdale office worker.

SHREVEPORT PLANT

Anne Eddy and son, Gary, enjoyed a week-end trip to Dallas to visit her brother and his three daughters. She returned very tired after having seen all the sights, walking through the big shopping centers and climaxed the trip with a picnic in Texas State Fair Grounds Park.

We extend our sympathy to Bill Kirkin in the loss of his father recently. Bill had just arrived for work when he received a message that his father had been stricken with a fatal heart attack.

Grace Fuller planned to enjoy a week's vacation early in March just resting, but most of the time was spent in bed, due to an attack of flu.

During a visit from her daughter, Fay Flanagan, her son and husband, from New Orleans, Mabel Cohn entertained a number

(continued on page 4)

New Assistant Supt. At Shoe Carton Plant

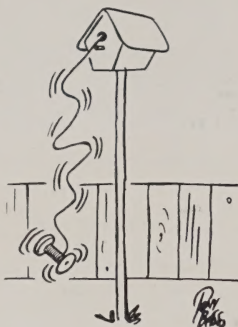
John A. Murphy of Methuen, Mass. was appointed assistant superintendent of the Shoe Carton Plant by Superintendent John Nourse on March 25, 1968.

Mr. Murphy joined Bird & Son and the Shoe Carton Plant on February 26, 1968 as manager of the Mercury and Zerand Department. He brings to his position 17 years of plant supervisory experience with the Mead Packing Company and the Lily Tulip Cup Corporation.



John A. Murphy

Upon graduation from high school in 1943, he spent three years in the U.S. Navy, then worked on tube winding at the Continental Can Company in Boston for a year. For the next several years he studied refrigeration and air conditioning at the Industrial Technical School, Boston, joining Mead Packaging at Lawrence in April 1950. Here he advanced to the position of plant supervisor, including the responsibilities of quality control and quality printing. When Lily Tulip Cup Cor-



poration bought out Mead Packaging in late 1967, he transferred to similar supervisory work at the Lily Cup plant in Holmdel, New Jersey.

Mr. and Mrs. Murphy live at 50 Green Street, Methuen. They have seven children, ranging in age from 7 to 18 and attending schools in Methuen. Although not active in committee work now, Mr. Murphy has served in past years on the P.T.A. Committee of St. Theresa's Parochial School in his home town.

Annual Report

(continued from page 1)

money borrowed in past years and spent to improve and modernize operations at various plants.

"Looking ahead in 1968," states President Jenkins, "there are many uncertainties, both in the industries of which we are a part, and in the entire economy. High interest costs on mortgages and a possible tight money situation may have a dampening effect on sales in our Building Materials Group.

Affirmative Steps

"It won't be an easy year, but the affirmative, aggressive steps we are taking and will take, should help offset the unfavorable factors. On the plus side for us are:

"Continuing increases in sales and production of our Vinyl line of products at the new Bardstown Plant; and a vigorous program of both sales and product development in the Building Materials Group.

"A program of modernization which is underway in the Paperboard Mill and in our Fibre Box, Shoe Carton and Tube Plants, in order to further improve those operations.

"A program for carefully controlling costs at all levels of operation through the use of our newly-established Group Accounting Departments."

"A growing, profitable business affords the best opportunities for job security. This is the kind of operation we shall work to achieve, with your help, in the year 1968. Together we can make it a profitable, satisfactory year, both for the company, and for each of us personally."

LONG SERVICE LIST

MAY 1968

Name	Year Dept.	
John Walsh	5-15-28	E. W. Maint.
Eino Manninen	5-15-33	Roofing
Anne H. Lindsay	5-18-33	Office
Peter E. Carchedi	5-6-48	Roofing
Carolyn J. Coyne	5-13-53	Office
Joseph R. Tamulevics	5-25-53	Fibre Box Plant
Philippe Jacques	5-12-58	Paper Mill
George F. Annese	5-19-58	Paper Mill
James Greaney	5-26-58	Fibre Box Plant

CHICAGO		
Harold Altman	5-21-23	
Willie Brown	5-24-48	
Mae Schaller	5-5-58	
Barney Harrell	5-23-63	

CHICAGO FELT MILL		
Pablo Salazar	5-4-48	
Natividad Salazar	5-10-48	

SHREVEPORT		
Grady Nelson, Jr.	5-12-48	
Marvin L. Dyess	5-18-53	
Eugene H. Dancy	5-2-58	
John L. Handy	5-2-58	
Johnnie B. Robinson	5-10-58	
Levern Woods	5-10-58	
Maurice Gibbs	5-20-58	

CHARLESTON		
Archie L. Hatcher	5-7-58	
Acie T. Rabon	5-7-58	
Dan S. Clarke, Jr.	5-10-58	Salesman
Marvin L. Thompkins	5-10-58	
Hubert H. Alford	5-12-58	
Clarence Hughes, Jr.	5-29-58	

PERTH AMBOY		
Mario Pato	5-10-43	
Marcos Ortiz	5-10-63	
Stanley Paszkevics	5-13-63	
Steve P. Vargo	5-13-63	
Harold H. Skinner	5-16-63	

1967 RESULTS COMPARED WITH 1966 RESULTS

(Includes Bird Machine Company Operations)

The total paid to Bird & Son, inc. by our customers in 1967 amounted to \$78,254,000 which compares with a total in 1966 of \$75,313,000.

Here is how those dollars were spent:	1967 Results		1966 Results	
	How Much in 1967	Cents from Each Sales Dollar	How Much in 1966	Cents from Each Sales Dollar
CUSTOMERS — Thousands of them paid for products valued at	\$78,254,000	100.0¢	\$75,313,000	100.0¢
WE PAID —				
GOVERNMENT — for direct taxes	\$ 3,681,000	4.7¢	\$ 4,187,000	5.6¢
MATERIALS, SUPPLIES, etc.	39,777,000	50.8¢	37,280,000	49.5¢
EMPLOYEES — for wages, salaries and all benefits	26,719,000	34.2¢	24,933,000	33.1¢
REPAIRS and depreciation	5,202,000	6.7¢	5,612,000	7.5¢
	\$75,379,000	96.4¢	\$72,012,000	95.7¢
Consolidated earnings	\$ 2,875,000	3.6¢	\$ 3,301,000	4.3¢
PAID TO STOCKHOLDERS — Cash dividends	1,042,000	1.3¢	1,088,000	1.4¢
BALANCE — reinvested in the business	\$ 1,833,000	2.3¢	\$ 2,213,000	2.9¢

am FBM Wins First Place; Winning Banquet, April 20

's first place again for Team FBM the Men's Bowling League — the top spot they also won a year ago. In the season ended, late in March, teams in second and third place had placed places from last year: EMW second, FX2, third.

The final team standing follows:

TEAM	WON	LOST	PCT.
FBM	93	51	.646
EMW	89	55	.618
FX2	85	59	.590
K	67	77	.465
EM	66	78	.458
Hill	61	83	.424
FBW	58	86	.403
A	57	87	.396

This year's Bird Club Bowling Banquet is scheduled for Saturday April 20 at Bob McCarthy's Colonial Inn on Route 109 in Medfield — Dinner at 6 P.M. sharp is served family style. Makes you hungry just to read the menu — Roast Top Sirloin of Beef, in tomato sauce, Delmonico potatoes, oyster shells with tomato sauce, garden of four choices of ice cream, cakes, and coffee.

Trophies being distributed at the banquet will include:

High 110.5, A. Croatti, FBM
High Avg. 109.5, J. Ambers, FBM
Three String 383, F. Turco, FBM
High 3 string 349 J. Moylan, EM
High Sgl. String 152, T. Gugliotta, Hill
High single 148, J. Glidwell, FBW
In cases where one individual placed the top in more than one standing, the trophy award was made to the individual placing next highest — in other words, one trophy to a person.

Winning Trail

In two out of three matches in the Norwood Business League, the Bird & Son team continued its winning ways.

On March 4 the Bird team won for the fourth straight week by downing Progress Press in a position night roll 4-2. Ted Pierce led the Bird five to a 337 score.

On March 11 the Bird Club boys of the Norwood Tire Company, present members of the League, and lost a close 4-2. That night Armando Croatti led 362 to lead our team.

On March 18 the Bird Club five reeled to the winning trail by downing Long Eysie's Market team, 4-2. John Jones and Arthur Chamberlain both 325 that night to lead the Bird team.



"No, we don't have any candy bars, nylon hose or wristwatches"

James DeLutis, 13, Takes Season Cribbage Prize

Cribbage parties, organized under Bird Club auspices, have ended for the season. Chairman Edward Knaus reports quite a bit of interest this year, and lists the following prize-winners at the last two parties:

February 6th Party: First Prize, James Manninen; Second Prize, Edward Knaus. Baskets of fruit, James Manninen and Walter Allen of Walpole. Low score, Ted Luippold.

March 5th Party: First Prize, Leo Clark of New London Mills; Second prize, Ray Courbon of Mansfield. Baskets of fruit, Clarence Angus and Ray Courbon. Low score, Donald Gordon.

The prize for the season's best player was won by James DeLutis, whose mother, Janice, works at the Paper Mill Office. Jim, 13, is in the 8th grade at East Junior High, Walpole.

Dear Batman: My name is Betsy Erlich. I am 7 and I have been a Batman fan ever since I was a kid. Love, Betsy.

Letters to Batman



Medic Alert Bracelets Save Hundreds of Lives

More than 40 million Americans, including 400 Bird & Son employees, live in constant danger their hidden medical problems will not be recognized in an accident or emergency. For them, lifetime protection and peace of mind are available through the Medic Alert Foundation.

Medic Alert is the only charitable, nonprofit organization in the United States that offers a medical protection service to people throughout the country and in many foreign countries who have allergies or other hidden ailments. The service is designed to prevent injurious or even fatal mistakes when such people are given first aid.

The American Medical Association estimates that one of every five people should be wearing a medical signaling device of the type offered by Medic Alert and being worn today by more than 200,000 Americans.

The Medic Alert emblem is worn as a bracelet or disc on a necklace. The words "Medic Alert" and a caduceus, universally recognized symbol of medicine, are embossed in red on the face of the emblem. Engraved on the back are the wearer's medical problem, his Medic Alert membership number and the telephone number of Medic Alert's Central File in Turlock. Doctors and other authorized persons can obtain additional information about members by calling collect the Central File at any time of day or night.

Cost of the service is a lifetime fee of \$7, which is tax deductible.

Medical records contain hundreds of stories about persons whose lives were saved simply because they wore such an emblem. Even though a person is unconscious, Medic Alert bracelets and necklaces speak for them. Recently, a diabetic and his wife were badly injured in an auto accident. The wife was unconscious for several days. The man later reported, "I would have been in serious trouble if someone hadn't noticed my Medic Alert bracelet and treated me as a diabetic."

Membership in the Foundation is not limited by age or any other condition. One member is a year old, another is nearing 93. The Foundation is endorsed by numerous medical, law enforcement and lay organizations.

Further information and application blanks may be obtained by writing Medic Alert Foundation, Turlock, Calif. 95380.

Gen. Managers Reassigned; Downey at Chicago, Emerson at Perth Amboy

Vice President Philip C. Johnson has announced a reassignment of managers in two of the Building Materials Divisions. Effective April 1st, Richard H. Emerson, who has been at Chicago, was appointed general manager of the Perth Amboy Division; and on the same day, Thomas E. Downey, who has been at Perth Amboy, was appointed general manager of the Chicago Division.

"This change in assignments for two men who have had long experience in sales and management, will enable the company to take advantage of their experience and backgrounds," states Mr. Johnson. "At the same time it affords each of them the opportunity to broaden his experience."

Recent Deaths

Albert Hargreaves

ALBERT G. HARGREAVES, 59, of 70 Stratford Road, Islington, died suddenly at the Norwood Hospital on March 11. He was stricken soon after reporting for work that morning and was taken to the hospital by ambulance.

Born in Charlestown, Mass., he had lived in Islington for many years and had worked as an accountant at the Main Office since November 1943. He was in the Cost Department for many years; since January 1968 he had been working in Corporate Accounting.

He was active in his community, serving as treasurer of the Islington Community Church. He was a member of the Hyde Park Masonic Lodge, Norfolk Royal Arch Chapter and the Westwood Square and Compass Club.

He is survived by his wife, Mabel, and two sons, David and Richard, both of Westwood. Funeral services were held at the Islington Community Church on Thursday afternoon, March 14.

James Clancy

JAMES CLANCY, 80, died at the Tewksbury (Mass.) Hospital on March 11, 1968. He had been a patient there for some time. No immediate relatives survived him.

Mr. Clancy retired from the Floor Covering Plant in December 1952, after 21 years of company service. He worked at the Norwood Roofing Plant from May 1931 until transferring to the Floor Covering Undercoat Department in May 1940.

Harold Hanlon

HAROLD HANLON, lift truck operator at the East Walpole Finishing Mill, died on March 17th. Although he worked until about a week before his death, he had not been in robust health for several years.

He had worked at the Finishing Mill from March 2, 1953, as a helper on the

large slitter, and later as fork truck operator. Surviving him are his wife, Madeline, two sons, Harold J. Jr. and Edward W. of Canton, and two brothers. He lived at 21 Pine Street, Canton.

Funeral services were held March 21 with a solemn high mass of requiem at St. John's Church, Canton.

Patrick Griffin

PATRICK GRIFFIN, who retired from the East Walpole Storerom in December 1955, died on March 20 in his 80th year.

Coming to Bird & Son in July, 1933, he worked several years as a truck helper until becoming a Storerom helper in 1942.

He is survived by several brothers and sisters in this country and in Ireland. Funeral services were held March 23 with a solemn high mass of requiem at St. Catherine's Church, Norwood.

Stanley Palleiko

STANLEY PALLEIKO, 87, died at Maple Grove Manor in Norwood on March 28. He had retired from the Fibre Box Plant at East Walpole in 1949 after working for Bird & Son for 30 years.

Born in Poland, he came to this country as a young man. He worked briefly at the Paper Mill in 1916 and 1918, but began his continuous employment at No. 1 Box Shop in May 1919. For most of his 30 years he was a member of the Solid Combiner production crew, retiring in December 1949.

Funeral services were held on March 30 at St. Peter's Roman Catholic Church in Norwood. He is survived by two sons, Benjamin and Joseph of Norwood; a daughter, Mrs. Helen Wilson of Walpole; eight grandchildren and five great-grandchildren. His son, Benjamin, has worked for Bird & Son many years and presently is foreman in the department where his father worked 19 years ago.



TRAIL RIDERS. Eugene Dancy, his son Gilbert, and his grandson, Bobby. The two men recently rode the 201 mile trail from Logansport, La. to Houston, Texas. Eugene works in Shreveport's Shipping Department.

Eugene and Gilbert Dancy Ride Long Trail in Texas

Eugene Dancy, Shreveport Felt Mill, and his son, Gilbert, made the trail ride to Houston, Texas this year. The grandson, Bobby, and his pony will have to grow a little more before they start this ride of 201 miles from Logansport, Louisiana, which is one of the longest trail rides in the United States.

The ride started with a parade on Wednesday, and they left town about 10:00 A.M. in a mixture of sleet and rain. Camping out the first four nights was chilly, but Sunday the weather turned off pretty. The 45 riders, out of 287 who started, arrived in Houston at 5:00 P.M. Tuesday and were guests of the Houston Livestock Show and Rodeo in the Astrodome. The Astrodome is the world's first air-conditioned all-purpose stadium and cost \$31.6 million.

SUGGESTION WINNERS

Suggestions approved for awards in March included four money-saving ideas and one with intangible values:

John Arruda, DPP	\$25
Peter E. Carchedi, FBPMI	25
Michael Sadaway, EMW	25
Anthony Silva, PPL	25
Leonard A. Audet, DPP	5

TOP OF THE NEWS

(continued from page 3)

of their Shreveport friends with a dinner party.

Congratulations to M. O. Madden on the birth of his first grandchild, a boy, Jon Hugh Madden.

A. C. Sheppard thought his worries about fishing were over when he invested in a camper to sleep near the "ole-fishin'-hole," but he found he needed a dozen yo-yos — then a minnow bucket and some minnows. Of course for the big ones, he had to invest in a landing net. For sure this is all, he thought until his son told him that he had overlooked the main item — a boat. Now he is shopping around for a boat. Sure is an expensive hobby, but lots of fun!

Kavut Loe has been a very busy bee on his vacation. He purchased a lot on the

newly made Toledo Bend Lake and is trying to level his land and plant grass, prior to building his camp house. This lake is one of the nicest in the south, having a channel 73 miles long and more than 2,000-miles of shoreline.

Several of the men in the Shipping Department have taken vacations. Eddie Marshall, Billy Cole, Hardy Dorson, Robert Jolly, Sylvester Underwood and W. L. Smith all spent their leisure time fishing. Cecil Bush, Travis Baker, Robert Thomas, Alfonso Whitaker, Maurice Gibbs, Dwayne Thompson, Alfred Cordova, Roy Burt and Robert Malmay relaxed and worked around the house. Eugene Grafton was busy helping his daughter arrange her wedding. Columbus Marshall and David Gayer painted their houses. However, David's vacation ended on a sad note when he, his wife and daughter were all in a car wreck near Zwolle, Louisiana. We are glad it was no worse than it was; all are able to be up except Mrs. Gayer who is still in the Sabine Clinic in Zwolle.

The Office personnel enjoyed a brief party at coffee time in celebration of the March birthdays. Annona Cox's birthday was the 15th, Bill McClung and Lucille Sullins, March 22nd. Bill said he received a wonderful present when his brother-in-law called from Houston to tell him his new nephew, born on his birthday, was named for him. Lucille received a lovely "mug-tree" with a set of coffee mugs.

There were 21 missionaries in the Baptist Churches one week in March. Of the office force, Dena Fuller, Grace Fuller, Fred May, Louise Barberousse, Edwin Sompayrac, Kent Colvin and Bill Blue enjoyed the services at the Baptist churches in Shreveport and Bossier City.

Opal Clay's grandson, Terry McCreery, recently joined the Marines and the family saw him off via jet for San Diego. Terry, just seventeen, was so anxious to enlist, he arrived at the recruiting station one day early and had to return next day. We have all enjoyed his letters and are anxious to keep in touch with him. His brother, Stanley, will leave next week for the Navy.

Merle Johnson has gone home from the hospital. We are glad to hear she is much improved after back surgery.

Contributors

Reporters contributing to this issue of the Bird Review are: Helen Tobolsky, Alfred Breen, Mary Driscoll, Harriet Sutherland, Catherine Brady, Robert Pearson, Thomas Flood, William Ford, Margaret Pierson, Milton Gardner, William Grinavich, Sharon Duquette, Julia Lewis, Julius Sackmar, Virginia O'Brien, Mildred Sanborn, Lucille Sullins, Frank Markham, Ora Miller, Willie Smith, William Winkler, Robert Zobel, Steven Lerner.

WEED OUT HAZARDS

When doing your gardening around home this spring, be sure you "weed out" some of the hazards that might turn an enjoyable pastime into a bad experience. The National Safety Council suggests the following guides for summer garden safety:

- Take frequent rests and ease into the work.
- Space a large project over several weekends, not just one.
- Keep tools sharp and in good repair.
- If more than one person is working

in a small area, be extra careful of how you swing your tools.

- When putting tools down, place them where they can't be tripped over. Turn points and edges down.
- At the end of the day, clean tools and store them in a shed, the garage or the basement. Have racks or hooks to which to hang them.
- When lifting heavy objects, get help if the load is too heavy for one person.
- When pruning branches, never work directly above your head.

Bird Built-up Roofing Popular in Puerto Rico

Besides doing a very good export business in the European market and the Bahama Islands, Bird & Son ships good tonnage to Puerto Rico, Uncle Sam's commonwealth in the Caribbean.

As the picture shows, a Bird built-up roof is being applied on a large warehouse building. The roofer is Bird & Son's bonded roofer, Compania Techera de Puerto Rico, Inc., which literally translated means The Roofing Company of Puerto Rico, Inc.

Monitor Park is one of the many industrial complexes which have resulted from operation "Bootstrap." This operation has been very successful in attracting new industries to the Island by constructing the buildings and selling or leasing them to the occupants. "Bootstrap" is under the direction of the Puerto Rico Industrial Development Co. which is a part of the Puerto Rican government. Many of the buildings have roofs applied to Bird specifications using Bird Bonded Base Sheet, 15 lb. Perforated Felt, Neponset Cap Sheet and Reflecto Coat. These products are shipped out of the plant at Charleston. Also we do a good business in Roof Insulation, manufactured and shipped from the Phillipsdale, R. I. plant.

Built-Up Roofing business is done through this one company. It is headed by two engineers, Antonio Bures, president, and Alfredo Callazo, vice-president. Both men are graduates of the University of Puerto Rico and are excellent contractors. Many hundreds of rolls of 90 lb. Mineral Surface Roofing and Bric Siding are also shipped to Puerto Rico to Badreña Hijo who distribute these products throughout the island. Most of the Built-Up Roofs are in the vicinity of the main city of San Juan. However, many have been applied in Mayaguez, Ponce, and other cities on the island.

It is interesting to note that in beginning the island was named San Juan for St. John the Baptist and the main port was called Puerto Rico (Rich Port). With the passing of time the island became known as Puerto Rico and the port or city became San Juan.

General Manager A. K. Powers of Charleston reports that many hundreds of gallons of the Neponol System have been shipped to the islands of St. Croix and St. Thomas, in the Virgin Islands. Most of this material has been applied by the Calfar Construction Co. of St. Croix and Bird Liquid Neponol System is very popular in these islands.



BIRD ROOFS PROTECT new buildings in Puerto Rico Industrial Park, San Juan. This one being applied to the new Pepsi Cola Building; the 43 lb. Base Sheet is shipped from Charleston Plant, the Half Inch Roof Insulation from Phillipsdale. Standing beside the rolls Bird roofing is Antonio S. Bures, president of the contracting company: Compania Techera de Puerto Rico.

The BIRD REVIEW

Volume 56 No. 5

Published for Bird & Son, inc. employees and their families

May 1968



SWINGING FROM THEIR AERIAL BASKET, camera men record the hurricane winds battering the two roofs. At the right, a conventional roof flaps in the wind; at the left, Bird Wind Seal "JET" Shingles stand firm — not a shingle moving.

David Brinkley Show Promotes Wind Seal "JET" Shingles — Newest Product

Have you listened to any of the weekly radio broadcasts of the "David Brinkley Reports" program this month? If you have, you've already heard Bird commercials promoting Wind-Seal® "JET" Roofing Shingles. From April 8 through July 5, this newest Bird Roofing product is getting some of the best coverage the radio market can offer.

Broadcast at a late afternoon or early evening hour on most stations, this

(continued on page 2)



Bird Wind Seal "JET" Shingles Meet Hurricane Test at N.H. Airport

The ranch-type house had been built at the edge of Grenier Airport, Manchester, New Hampshire. One half of its roof was covered with Bird Wind Seal® "JET" Shingles. Conventional roofing shingles covered the other half.

About 100 feet away was a huge 90-passenger Douglass DC-9, positioned so that the test house would benefit from the full blast of its motors. The two jet exhausts at the tail of the aircraft were targeted upon the house. The engines were revved up to produce a wind velocity of 140 m.p.h. As the engines roared, firemen clad in crash suits and helmets played water from fire hoses into the jet stream to simulate heavy rains. Leaves and twigs were fed into this stream too.

What happened? The Bird Wind-Seal "JET" roof was as good as new after a score of grueling 10-minute tests. On the other half of the roof,

many conventional shingles, and even courses of shingles, had torn loose, exposing the roof boards.

On hand to record this man-made hurricane, was a battery of two color motion picture crews and five still cameras. Photographers shot the scene from every possible angle. Since Hollywood-type boom camera rigs are scarce (in fact non-existent) in Manchester, New Hampshire, two special trucks with elevating baskets were rented from a professional landscaper. Motion picture and still camera photographers replaced tree surgeons in the baskets to obtain overhead coverage of the shingle tests.

The "JET" Shingle thick butt construction and its unique self-sealing feature proved once again that Bird Wind-Seal "JET" Shingles withstand terrific wind and rainstorms. Heat

(continued on page 6)

SHARE IN FREEDOM

Why do so many of our servicemen buy United States Savings Bonds regularly? Their reasons are the same as yours and mine: saving for the future, supporting freedom. And because they are fighting for freedom, too, maybe servicemen see the need more clearly than many of us.

If you are not already buying Bonds, you can share in the responsibility of protecting our freedom and, at the same time, build a better future for yourself and your family by signing up on our company's Payroll Savings Plan for Savings Bonds.

And now there's a bonus opportunity available to regular Savings Bond savers only. By signing up to buy Series E Bonds or if you are already buying them on the Payroll Savings Plan, you are eligible to buy the Treasury's new higher-paying notes — U.S. Freedom Shares.

Freedom Shares pay 4.74%, compounded semi-annually, when held to maturity of just 4½ years (redeemable after one year). You can buy them on a one-for-one basis with Savings Bonds.

You will have the opportunity to sign up for Savings Bonds and Freedom Shares during our company's Share in Freedom campaign during the week of May 20-24.

It will make you feel good in more than one way to share in freedom. You will be backing up our servicemen in Vietnam. You will be helping to safeguard your salary and savings from inflation. You will be saving for the good things in life, while at the same time helping to protect your freedom to enjoy them.

When your foreman approaches you, sign up or, if you are already on the Payroll Plan, increase your savings with new higher-paying Freedom Shares. You'll be glad you did.

Robert F. Jenkins,

Robert F. Jenkins

President

David P. Nygard Appointed Director of Data Processing



David P. Nygard

Corporate Controller William J. Smith announced on April 15 the appointment of David P. Nygard as Director of Data Processing.

Prior to joining Bird & Son last month, Mr. Nygard had been manager of Data Processing for the Morgan Construction Company of Worcester. He was senior programmer in data processing at Morgan for several years before being made manager, and still earlier was a computer applications analyst for Royal Precision Corporation, Port Chester, New York. He is a director and vice president of the Worcester Chapter of the Data Processing Managers' Association.

Mr. and Mrs. Nygard and their three children presently live in Auburn, Mass., but will be moving to this area in June.



Published for the employees of Bird & Son, inc., and their families.

Editorial Office at East Walpole, Mass.

Member of Mass. Industrial Editors' Association and International Council of Industrial Editors, Inc.

EDGAR M. GROUT, Editor

JOHN J. MURPHY, Adviser



America needs your help.

There is a new plan for Americans who want to help their country as they help themselves. Now, when you buy U. S. Savings Bonds through Payroll Savings where you work, or through Bond-a-Month where you bank, you are also entitled to purchase the new higher-paying Freedom Shares. They are available on a one-for-one basis with Savings Bonds in four denominations and are redeemable after one year. Sign up soon.

Questions and answers about Freedom Shares.

Q. What are Freedom Shares?

A. They are the new U.S. Savings Notes — a companion product to the Series E Savings Bond.

Q. Who may buy Freedom Shares?

A. Any individual who purchases Series E Bonds regularly through a formal plan — either Payroll Savings where he works or Bond-a-Month where he banks.

Q. What is the interest rate on Freedom Shares?

A. 4.74% compounded semiannually, when held to maturity of 4½ years. The rate is less if redeemed prior to maturity; and they may not be redeemed for at least one year.

Q. Does this same rate now apply to E Bonds?

A. No. E Bonds continue to return an average of 4.15% when held to their seven-year maturity.

Q. What do Freedom Shares cost?

A. They are issued in face amounts of \$25, \$50, \$75, and \$100. Purchase prices are \$20.25, \$40.50, \$60.75, and \$81.00.

Q. Can Freedom Shares be bought by themselves?

A. No. They must be bought in conjunction with E Bonds of the same or larger face amounts.

U.S. Savings Bonds, new Freedom Shares



The U.S. Government does not pay for this advertisement. It is presented at a public service in cooperation with the Treasury Department and The Advertising Council.



Peter Wolent

25th Anniversary for Peter Wolent, Beater Room

Bird employees, whose memories of East Walpole operations go back 20 years and more, will remember the big coal crane that was used to transfer coal from storage to the Boiler Room. The operator of that big crane, PETER WOLENT, celebrated his 25th anniversary last month — on April 7th.

Peter started in the Boiler Room as a helper and repair man, was promoted to crane operator and continued to run that equipment as long as it was used. After several more years as a Boiler Room helper, he transferred in January 1963 to his present job of operator in the Beater Room.

This three-shift operation keeps him quite busy, but he still finds time to tinker and construct things around his home in Randolph at 44 Hollis Street. Here not long ago he built a recreation room in the cellar.

There are just Peter and his wife, Stasia, at home now. Their three children are all married. "My oldest son, Peter, is married and lives in Abington," says Peter. "He manages the Meat Department at the Quincy Shop and Shop. My other son, Leonard, attended Wentworth for two years and Northeastern University for five, and is now employed as a

"David Brinkley Reports"

(continued from page 1)

daily report has timely news topics, is always informative, interesting and commanding. Brinkley's 5-minute sketches frequently include little known facts about Washington personalities, but are by no means limited to government persons and politics. You never know just what he will tell you next — and that's what makes such good listening.

All broadcasts are carrying the Bird commercial with a tie-in announcement telling the listener where the product can be purchased through a local dealer.

If you thought radio was on the way out because of television, think of how often you personally listen on your transistor, car or bedroom radio — and ponder these facts:

There are over 275 million radios in working order in the United States, almost one and one half per person for the 200 plus million people in the country.

During the average week, 95 out of 100 people listen to radio, vs. only 87 per 100 for TV.

On an average day 3 out of 4 adults listen to radio.

The average adult spends 2½ hours a day listening to radio and 80% of the women spend more time radio listening than watching TV.

Radio goes everywhere people go — cars, shops, buses, offices, on boats, beaches, picnics, at ball games and walking down the street. Nearly 84 million portable radios are in use.

Radio is alive! And one of the liveliest 5-minute broadcasts is "David Brinkley Reports." Bird & Son has TOP Coverage for a top roofing shingle for three full months when the building, remodeling, and repair season is at its height.

Consult your local newspaper for the local NBC radio station and the broadcast time for the "David Brinkley Reports" program.

mechanical engineer. He is married and lives in the same town I do, Randolph. My daughter, Anita, is Mrs. Roland Brochu and lives in Central Falls, Rhode Island. My wife and I have four grandchildren."

Peter also worked for the company from 1928 to 1933, leaving to go in business for himself, and returning for his continuous quarter century in April 1943.

Contributors

Reporters who contributed to this issue include: Frances Smith, Harold Bailey, Helen Tohosky, Harriet Sutherland, Milton Gardner, Arthur Chamberlain, Mildred Sanborn, Barbara Sansone, Steven Lerner, Catherine Brady, William Ford, William Grinavic, Ruth Phelan, Mary Driscoll, Jack Reddick, Beatrice Tyrrell, Robert Pearson, Margaret Pierson, A. C. Sheppard, Jackie Tipton, William Winkler, Willie Smith, Frank Markham, Ora Miller, T. D. Blanchard, John Evans, Lucy Sullins, Robert Zobel, Rita Delaney, Rita Fedor, Ted Pierce, Raymond Bearce, Paul Pinsonnault.

Seven Money-Saving Ideas Bring Suggestion Awards To Their Originators

Two hundred and five dollars in suggestion award money was paid in April, including a special award of \$50 to James Williams, Chicago, for achieving his 3rd money-saving suggestion award.

\$25 awards for money-saving ideas were paid to:

John J. Folan, EM
Charles Solbo, FBPM1
Frederick Stahnke, FBPM9
Francis Teague, FBE
Henry Thomas, FBPM1
Raymond Vitaitis, EML
James Williams, FCPM6

Francis Teague of Norwood Roofing also received a \$5 award for a suggestion of intangible value.

Bowling Banquet

Another successful Bird Bowling season concluded with the annual banquet held April 20th at the Colonial Inn, Medfield.

A catered dinner was enjoyed by a large group of bowlers. Trophies and prizes were awarded to first and second place winners in all categories. And a fine set of four glass ashtray-coaster combination was given to each bowler in the League.

As announced last month, Team FB was the season's winner with EMW in second place. FBM also was high single and high three string team winners. Armando Croatti led in the high average scoring with a 110.5. High Three String 383, was Fred Turco; high single string 152, was Thomas Gugliotta.

That's all for '67-'68. See you in the Fall!

Bird Team Wins Five in a Row to Tie for Third Place

Five matches — five wins! That's a strong finish made by the Bird Club bowlers in the Norwood Business League. Coming from behind, the team has tied for third place for the season thanks to some superb bowling.

April 1 was no April Fool's Day for our boys. That night they defeated strong Kelley's Gas Team, 4-2. Joe Pupura rolled 344 and Ted Pierce hit 3 to lead the way. On April 8, the team made it two in a row by defeating Buckley's Oil Service, 4-2.

On April 15, Armando Croatti's 3 led the Bird boys to a third victory — a 4-2 win over Carol's Cafe. And April 22, the boys made it four straight, upsetting a very strong John's Barber Shop five, 6-0. This was a great team effort: Ted Pierce, 330; Arthur Chamberlain, 303; Ted Knaus, 311; Joe Pupura, 334; and Armando Croatti, 3 for a healthy 1620 pin fall and a tie for third place in the league, as of this night.

On the final night, April 29, the team lost one string, took the other two to win 4-2 over Central Motors. Ted Pierce led the Bird boys with a 350. This kept the Bird Club Team in a 3rd place tie for the season with Kelly's Gas Team. A remarkable come back after a slow start last fall!

TOP OF THE NEWS

IN OFFICE

Building Materials Group Accounting men John Vieira from Attleboro, and Don Bisbano from Warren, Rhode Island, and Richard Adams from Quincy. We are truly sorry to see Dorothy Avante leave Bird & Son for retirement. She has been a great co-worker and we will all miss her. However, we wish her good luck in many happy years of retirement. On April 23 many friends of Dorothy Avante gathered at the Sunser Room at King Philip to wish Dorothy well in her retirement. General Manager Doug Johnson was master of ceremonies. As gifts were received a handbag and a wallet well filled with bills. She was obviously very pleased and has asked that through the news item we express her thanks to many good friends who made this occasion such a happy one.

Our daughter, Kim Marie, was born to Mr. and Mrs. Harold M. Bailey on March 2nd at the Goddard Memorial Hospital in Brighton. "A beautiful baby, 7 lbs. 6 ozs., getting prettier every day," says her dad and dad of Corporate Accounting.

A welcome to Peter Hodges of Marion George Higbee of Mattapan who have sold the Paper Products Accounting and Rolland Ostrom of Brookline, in Group range.

James and Louise Hinchey are just back from their fabulous two-weeks' 25th anniversary trip to England, Ireland and Scotland. Louise works in our Group range Department. They spent four weeks in London, five in Scotland and seven in Ireland, had delightful weather and enjoyed every minute. Highlights included a full-day boatride on the River Clyde in Scotland and the experience of renting a car yourself in Ireland and learning to drive on the left hand side of the road!

PER MILL AND POWER PLANT

Then Buddy Poppies go on sale in Norwood on May 23, 24 and 25, Francis Donahue, retired, will be serving his 25th year as chairman of the Poppy Sale for Veterans Foreign Wars Post 2452. Fran, who says this is his final year as chairman, urges all friends to contribute generously to this worthy cause. Your donation will help the war who helped you during our country's darkest hours. Francis retired from the per Mill in 1961.

Henry Murphy has recently obtained his class engineer's license. Congratulations!

Kevin Powers, son of Ed Powers, engineer, recently made a trip to Burbank and Anaheim, California, as a member of the "A's" hockey team of Norwood. This championship team played three west coast games, losing the first, winning the second, and losing the third. In the winning game in Pasadena, young Powers scored one of four winning goals, and assisted in several others. Final score 4 to 1. He was the first string player in the left wing position. This same group traveled earlier to

Montreal to play a game, so Kevin has had quite a tour of North America as a member of this championship team.

We welcome Charles Studebaker, new engineer in the Turbine Room.

Congratulations to Edward Allaire who has just obtained his 2nd class fireman's license.

E. WALPOLE FIBRE BOX PLANT

Walter Rockwood and his wife, Mildred, planned their time from early December through March 5 to fall into the 25-game schedule for Brown University's hockey team. Their son Bob was the co-captain of the team and played very well.

The Rockwoods traveled far and near to see Bob play. Among the many places they went were Potsdam, New York, for the Clarkson game; Ithaca for Cornell; Philadelphia for the University of Pennsylvania; New Hampshire, Madison Square Garden, for the Christmas tournament; New Haven (Yale), Westport for the Army game, and numerous trips to Boston and Providence. They enjoyed every game and we know their son thinks the world of them for this interest, even to taking several days of vacation time, and money that might have been spent for vacation, to see him play.

We all envy Frank DeRose who spent an early vacation at Fort Lauderdale, Florida. John Wraga has returned from a two weeks' trip to visit his daughter in West Palm Beach.

We are all sorry to see Leonard Curran leave us for an early retirement and wish him the best of luck.

We wish a speedy return to both Barbara and Marty Green, Barbara from a trip to the hospital and Marty from a finger injury.

Congratulations to the Bill McCarthys on the birth of a new daughter.

Gino Iannelli is now back to normal after a torrid hockey season. Gino's nephew, Tommy Shea, started on the Norwood High team in the Eastern Massachusetts Hockey Tournament.

Congratulations to Dan and Janet Strom on the birth of their first child, a boy. Daniel Joseph was born on March 16 at the Goddard Memorial Hospital in Stoughton. Dan is a production records clerk at the Fibre Box Plant.

On Wednesday, April 24, many friends of George Dexter attended a luncheon at Holiday Haven in Norwood in honor of his retirement. George was presented with a money gift. Seated with him at the head table were Genevieve Gaffney, Chester Porter, Harold Bonnyman, Claude Smith and Agnes Stielman. At this pleasant occasion everyone had a good time and extended best wishes to George for a long, happy, healthy retirement.

Northeastern University students, Donald Anastasia and Philip Thompson have switched locations under the cooperative work program routines, Donald returning to college and Phil taking his place for another work period in the Industrial Engineering Department. A sad note to add is that Donald has been in the hospital since returning to college. It is now known that he has an ulcer. All Donald's friends wish him a fast recovery.

Friends of retired Fibre Box Division salesman James B. Maguire will be pleased to know that he has recovered from his recent illness. Francis Curran and retiree John B. Dolan visited Jim recently and had a good time recalling many past incidents relating to the Fibre Box Division.

Retired salesman A. J. Bushell paid a visit to East Walpole early in April and visited with his many friends. The Bushells were in Fort Lauderdale during the winter months and enjoyed their annual visit to Florida, despite the cool weather this season.

E. WALPOLE SHOE CARTON PLANT

Our best wishes to Dwight Arnold who was married on April 21 to Betty Quann at St. Joseph's church, Medway at 4:00 o'clock ceremony. Dwight works at the Shoe Carton Plant Office.

George Chapman took an early vacation and spent it at his cottage at Sandwich on the Cape.

Welcome back to Frank Swierk who has been out on the sick list.

Belated expressions of sympathy to our loyal Review correspondent, Catherine Brady, who lost her mother some weeks ago.

NORWOOD ROOFING PLANT

Roy Walton took an early spring vacation, spending most of his time working around his cottage at the Cape and enjoying the early spring breezes on Buzzards Bay.

Illar Muul, son of Valdar Muul of the Granule Plant, is a captain in the U. S. Army and a doctor of Zoology. Serving until recently at the Walter Reed Hospital in Washington, D. C., he is now stationed at Kuala Lumpur, Capitol of Malaysia, doing virus research for the U. S. Army Research Center there. Dr. Muul and his family, including two children, will be at this location for the next two years. They report that the living is fine in this beautiful city on the other side of the world in southeast Asia.

We were sorry to hear of the death of Edmond Cormier's father. Condolences go to Ed and his family.

A warm welcome to Brad Collins who has joined the staff of the Product Development Department, Building Materials Division.

We are glad to see Howard Bearce back in the mill. He is recovering nicely after spending about a week in the Norwood Hospital.

Dennis Kennedy has successfully completed his course in "Introduction to IBM Programming," at Chamberlayne Junior College Evening Division, in Boston.

Many of the golfers were getting their practice rounds in, late in April, for the opening of the Bird Club Golf Season May

1. Over 60 have signed up, including many from this plant, and it looks like another big year under the direction of Chairman Ray Bearce.

On May 2 Forrest G. Clark, son of Forrest Clark of Norwood Roofing Laboratory received word that he was a winner of a four-year National Merit Scholarship. His award is supported by the Shell Companies Foundation, Inc. Young Clark will enter Michigan State in September as a Math major, in their honors course to which only a very few freshmen are admitted. He has an outstanding record at Holliston High School and stands No. 1 in the graduating class.

SHREVEPORT PLANT

Coon Dogs being a favorite subject in the Shreveport Mills, this story was enjoyed recently: Seems this fellow had a cracker-jack coon dog, but every time his dog tried a coon, he had to climb the tree, so he bought a monkey. This monkey was trained to climb the tree with a pistol and shoot the coon his dog had run up the tree. Everything was perfect until his neighbor wanted to borrow the monkey. . . . The neighbor's coon dog and his new friend, the monkey, got along okay until the dog started barking up a tree. The monkey ran up the tree with his pistol and there was no coon, so he ran back down and shot the neighbor's coon dog — dead! The man went sorrowfully back to town and told his friend his monkey had murdered his coon dog. The monkey's owner said, "Oh, I forgot to tell you, it's there is anything that monkey hates, it's a lying coon dog!"

(continued on page 4)

Recent Deaths

Harry N. Mann

HARRY N. MANN, 83, died suddenly in Mattapoisett on April 9, 1968. Retired since June 1950, he worked for the company from December 1901 to 1907 in Maintenance and Service; and from 1907 to his retirement as experimental engineer.

He was very clever at solving engineering problems. Whenever a machine or a production line was having difficulties, the word would go out, "Call Harry Mann." And almost always he would provide a simple, effective solution. His wife recalls that in his 49½ years of service he lost only two days because of sickness.

In retirement he and Mrs. Mann divided their time between their home at 47 Massachusetts Ave., Walpole, and their summer home at Mattapoisett on the Cape, where he was at work in his garden when he died.

He is survived by his wife, Gertrude, and a daughter, Mrs. Eunice Homan of East Walpole and two grandchildren. Funeral services were held at the John L. Keeling & Son Funeral Home, Walpole on April 11.

John S. Avizinis

JOHN S. AVIZINIS, retired Floor Covering employee, died April 8, 1968 at Norwood Hospital at the age of 81. Except for a brief period early in his employment, he worked all his years with the company in the paint mixing department, to his retirement in December 1954. He lived at 16 Tremont St., Norwood.

Funeral services were held April 10 with a solemn high mass at St. George's Lithuanian Church, Norwood. Surviving him are three daughters, Miss Mary Avi-

zini, Mrs. Marcella Waitkunas and Mrs. Anna Kaminskas, all of Norwood, four grandchildren and 12 great grandchildren.

Esidoro Palumbo

ESIDORO PALUMBO, 10 Concord Avenue, Norwood, died at the Norwood Hospital on April 9, 1968. He was 82 years of age.

Born in Italy, he had lived in Norwood most of his life and worked at Bird & Son Roofing Plant from August 1918 to his retirement on December 31, 1952. He worked on various production machines, but for the greater part of his employment was on the No. 9 Roofing Machine.

Funeral services were held on April 14 at St. Catherine's Church, Norwood. He is survived by five daughters, Miss Eva Palumbo, Mrs. Mildred Johnson, Mrs. Phyllis Scampini, Mrs. Helen Wenzel and Mrs. Antoinette Corria, all of Norwood; eight grandchildren and four great grandchildren.

Richmond Thatcher

RICHMOND G. THATCHER, former gang boss in the Cutter Room at Phillipsdale, died on April 16, 1968 after an illness of two months. Born in East Providence, he continued to live there all his life and had worked for Bird & Son for twenty years, from April 1934 to his retirement in May 1964. For much of that time he was a grinder man.

He is survived by his wife Ragnild and four sons, John of Cranston, Donald of Riverside, Mortimer of California and Charles Schultz of New Jersey and a sister Mrs. Arlene Pierce of Holliston, Mass. Funeral services were held at the J. H. Williams & Co. Funeral Home in East Providence on April 20th.



UL BASILICI, at the wheel of the new forklift truck in East Walpole's Stock lifting Department. Photo by Arthur Cham-

End of April Brings Retirement for Three

When FRANK VIETZE retired from his position as auditor-assistant to the corporate controller at the end of April, he ended a 44-year career of service in accounting at Bird & Son.

Starting with us on July 23, 1923 after graduation from the Bentley School of Accounting, he moved from accounting clerk to department head in 1932, assistant auditor in June 1950, auditor in May 1960, and assistant to the corporate controller in April 1967. Born and raised in Norwood, he graduated from Norwood High School and then entered Bentley.



Frank Vietze

If you live in East Walpole and vote in Precinct 2, you have seen Frank serving as election officer for as long as you can remember. His service goes back more than 30 years; in recent years he has been clerk of Precinct 2. At Union Congregational Church he served many years as assistant treasurer. He is a life member of the Order of Masons, Orient Lodge, Norwood. Mrs. Vietze has been a part time nurse, and more recently a supervisor, at the Norwood Hospital. She, too, retired from her work in April.

Just Frank and Ellen are at home now at 48 Pleasant Street, East Walpole, where Frank will keep busy in his garden this spring and summer. In his neat, compact garden he raises strawberries, raspberries, blueberries, a host of flowers and all kinds of vegetables. There's no doubt about his green thumb!

Two of their four children live nearby: Walter is employed in the I.B.M. Department of Norfolk County Trust Company in Dedham, and lives in East Walpole. Barbara, Mrs. Peter Carroll, lives in Brookline and works as a secretary for Republic Steel in Chestnut Hill. Their oldest son, Frank, is a minister in Canterbury, New Hampshire; and Paul is a carpenter in Jacksonville, Florida. There are seven grandchildren.

In the summer or the fall, Frank and Ellen will probably take an extended trip visiting relatives from Maine to California. And there is some possibility of a trip to Germany in a year or two, where Frank's aged aunt is still living.

DOROTHY AVANZINI, sales correspondent at the Building Materials sales office in East Walpole, retired on April 30 after 16 years of service.

She came to Walpole from Needham about 18 years ago and had worked in Needham and Wellesley before joining Bird & Son. Her husband, Louis, is employed at the East Walpole Finishing Mill. They have one son, David, 32, who works in Silver Spring Maryland, with disturbed children at the Christ Child Institution.



Dorothy Avanzini

Dotty has two chief interests and hobbies — kittens and gardening. Retiring just as the growing season starts, she will spend all the time she wants in her garden at 204 East Street, East Walpole. She will also do some of the visiting she has not had time to do recently. And as for the kittens — well, she has her own cat, and last summer "entertained" eight adorable kittens. They belonged next door, but spent most of the time at the Avanzinis being admired by Dotty.



George Dexter

GEORGE C. DEXTER, clerk at the Fibre Box Plant Office, retired at the end of April, after nearly 15 years of service. If you added to this all the previous time worked for Bird & Son, it totals nearly 27 years. He worked for nearly a year as a clerk at the Roofing Plant office, before going to the Fibre Box Plant for clerical duties in June 1934, spent from September 1942 to April 1943 in military service, with the Army, then worked for a time in the Fibre Box Plant, leaving for other work in 1945. His continuous employment dates from June 22, 1953.

In retirement, the hardest thing for him to do, he thinks, will be to sleep past 5:30 every morning! Once that is accomplished, George, who is a bachelor, has only to maintain the family home at 33 Bella Vista Avenue, Mansfield, which is an eight room house, and cut the lawn. His plans for fun include a trip to New Hampshire sometime in July with a friend. Then in August he plans to visit his niece in Illinois. When the cooler side of the calendar arrives, George plans on going to Florida — sometime after Christmas.

George's one and only hobby is a large scale model train which he intends setting up again in his cellar. He first became interested in model trains when he attended the 1939 World's Fair in New York and saw there the largest and best exhibit he ever had seen. At one time he was a member of the National Model Railroad Association. It is apparent that George has several projects to keep him busy in his retirement years.

The economy may suffer if auto sales drop — but that's the American way: we have to buy more cars than we need or we'll never be able to afford them.

Jack Wilson

TOP OF THE NEWS

(continued from page 3)

Recently during coffee break in the Felt Mill everyone was talking about "the good old days" and home made cooking. John Maricelli boasted he was one of the best at barbecuing. Terrell Teutsch stated no one could beat his wife making iced tea and cake and A. C. Sheppard said he could open a can of pork and beans. After much comment on cooking, C. D. Moore suggested that on their next day off he would have his wife make some of her delicious potato salad and they should all get together and have a barbecue, each bringing a dish of food and Maricelli doing the barbecuing. . . . They did and the "good old days" were back again! Everyone enjoyed the delicious food and fellowship, with Bobby Cumberland and Joe Dugan getting the lion's share of Mrs. Teutsch's tea and cake.

Novis Wiley is the proud owner of a new 1968 Custom Cab Chevrolet Truck complete with camper. Wiley says it drives so good and is different from any other vehicle. After you drive it awhile, you get the feeling that someone owes you. The Wileys like camping and fishing and their favorite place is Camp Joy on Lake Bistineau where the big ones are.

We extend our sympathy to Arthur Lee Fisher who recently lost his father.

Last month we reported Kavat Loe's vacation hauling dirt for his lot on Toledo Bend Lake. Since that time the weather has played a very ugly trick on him — first came a five-inch cloudburst and just for good measure, next day a three-inch gully-washer took the rest of his week's work down the river. Better luck next time, Kavat, but before you spread some more good rich earth, check with the weather man.

There is no better time for vacation than spring-cleaning time and Cecil Bush and Robert Thomas both took vacations to paint their houses and do their other spring cleaning.

We were sorry to learn of the death of Robert Butler, brother-in-law of D. L. Oliver, Jr. Mr. Butler was a retired employee of Libby-Owens-Ford Glass Company, and had lived in Shreveport for many years.

The tragic death of the young son of Raleigh Nealy was a shock to employees in both Shreveport Mills and Office. Gary Nealy was killed instantly in a car wreck on Lakeshore Drive Sunday, April 7. All of us extend our sympathy to the bereaved family.

Jimmie Brown spent the week end at Converse, Louisiana recently and enjoyed



NINETEEN FISH on the string. These beauties were caught by Lenzy Cornelius, Plastic Cement plant operator (with hat), and his friend Thurman Taylor, father of Mitchell Taylor of the Shreveport Plant. The place — Big Lake on Caddo, near Shreveport. Lenzy hates to admit it, but Thurman caught the biggest fish, a 5-lb. bass. The week before these two fishermen caught 22 on the Texas side of Caddo Lake.

a fishing trip on Toledo Bend Lake caught 25 big bass.

Modena Fuller enjoyed a week's vacation entertaining her son and his family New Orleans. Franklin is a professor at Tulane University and was to the Easter Holiday with his family.

Louise Barberousse spent a week in Nashville, Tennessee while her husband attended a Safety School for Texas East. During the time Bob was in school, Louise visited many interesting places and had a very nice vacation.

We are very happy to have Grace join the Shreveport Bird family. She is correspondent in the Sales Department.

Weekend trips have been enjoyed by a number of employees recently. G. Bryan, Mabel Cohn and friends, Blanche Kerlin with friends made an interesting trip to Newelton, Louisiana to see the Dutch Gardens during the season. They found the plants in full bloom and a beautiful sight to behold. motored on to St. Joseph to visit an old Episcopal church which was built in the early 1800's, and also toured the tory which was furnished in beautiful tiques. The house was steeped in Civil history. It was originally a river plant home and partially destroyed during war between the states. Visible bullet holes are still showing across the front of house.

Faster morning, Gladys Bryan and friends attended the sunrise service at Hodges Gardens near Many, Louisiana about 100 miles south of Shreveport. spent the night in a nearby tourist inn and had to arise at 3:00 A.M. in order to have a hurried breakfast and be across road in the lovely garden by 5:00. Thousands of people had motored several states to attend this impressive service which included the famous world-famous Centenary College Choir of Shreveport. The garden was very beautiful; dogwoods, azaleas, pansies and many other lovely springtime flowers were in bloom to enhance the breath-taking beauty of garden-in-the-woods.

We extend our sincere sympathy to Cook and his family in the death of father, David Cook, who was buried in Ruston, La., Saturday, April 6th. Do territory salesman at San Antonio, Texas.

Vivian Wilson had most of her fun with her Easter Sunday and enjoyed it in the home of son, Bill. Vivian took pictures of all of them in their lovely Easter (continued on page 5)

LONG SERVICE LIST

JUNE 1968

Name	Year	Depts.
Raymond F. White	6-18-28	Office
Lambert J. Anderson	6-20-28	Office
Peter F. Glebus	6-1-33	Paper Mill
Pauline Ransow	6-6-33	Office
Adelard Blais	6-26-33	Papermill
George H. Sullivan	6-14-43	Fibre Box Div
Robert A. Moore	6-21-43	Shoe Cn. Sales
Abel S. Michael	6-2-48	Roofing Mill
Frank Bevino	6-15-53	E. W. Maint.
Helein M. Totosky	6-4-58	Office
Alfred R. Taft	6-11-58	Fibre Box Div

MANCHESTER

Horace R. Horton 6-26-58

PHILLIPSDALE

Joseph L. Braga 6-4-23
Anthony J. Matonis 6-13-33
Joaquim Ferreira 6-29-43

SHREVEPORT

Eurus C. Wilson, Sr. 6-26-58

CHARLESTON

William R. Welch 6-3-58

PERTH AMBOY

Frank Bobick 6-28-48

W. J. Hill Co.

John F. Sullivan 6-14-63

G. W. DINSMOOR DIVISION

Thomas L. Paquette 6-22-33 Salesman

P OF THE NEWS

(continued from page 4)

ts. Since her daughter and family in Orleans could not be present, she did Vivian for a nice long chat.

We extend our sincere sympathy to Al G. Harper, Jr., in the death of his son, Mrs. Harper passed away April 22. Recent vacations were enjoyed by James Swill, Ernest Hayes, Eddie Odum, Cousin Marshall and Travis Baker. After closing their spring cleaning around house, they spent some time fishing. Congratulations to Kavat Loe whose grandchild, Maurice Julian Graham, was born April 16.

It is always a pleasure to report the of children and grandchildren, but as, as in the case of this reporter, you been around to do both, you suddenly see how old you are . . . I can remember back in the "good old days" when al of the employees were courting y night, then came the walk down of the church, the announcement of the of each child, and now their children! All of this is brought about y "congratulations" to the D. L. Oliver, whose first grandchild, Todd Charles s, arrived April 21. This little boy is fifth generation, having five living dparents.

Jackie Wise is finding it difficult to be in places at the same time. He has three playing baseball, but on different s, Johnnie plays for Byrd High School, ean plays for Northwood High and Dean plays for North Highlands Grade. Any time you see Jackie other working hours, he is usually coming y, at, or going to a ball game.

CHARLESTON PLANT

Reports from many Charleston employ- are that they enjoyed a very happy re season with their families.

We extend a hearty welcome to Melba tin, and Jo Nell Porter who have re- joined the Bird family.

Harry Jo Rakoski and husband enjoyed cent trip to Galax, Virginia, where he had a delightful visit with friends.

The Easter bunny brought Jeanne Brooks ible gift — a new Manx kitten.

Jan Cleveland, our switchboard oper- left to join her husband in Massa- ts.

Stan Damon and husband recently en- seeing some old Navy friends from eta.

Barbara Roberts and family recently ed into their new home. Barbara says house is lovely but the move was ex- ing.

Bardstown Vinyl Plant
Expands Production Area

Bird & Son, Inc. has announced a er million dollar expansion pro- at the new Vinyl Plant in Bards- a. The new 18,000 square foot ion and new machinery will pro- more than a 25 per cent increase e production output. The building to e the equipment will be completed t the middle of June.

Because of the wide acceptance of new line of solid vinyl products, plant at Bardstown was constructed ially for their manufacture and into operation early in 1967. j, just a year later, the continuing growing demand for Bird Solid Siding, Shutters, and Rain Car Systems, makes it essential to in- e the production facilities.

Donald E. Frazier is manager of the stown operation. Richard Ham- is plant superintendent.

Jo Ann Brown was transferred from the Billing Department to Sales Department. Jo Ann recently displayed that patience was a virtue when she entertained thirty chil- dren at a birthday party for her daughter.

Janice Ritter will leave next week for a vacation in Florida — wish we all could go along.

Gloria Puckhaber had a minor accident last week-end — she was thrown from a horse.

Mamie Powell's daughter, Faye, made the Dean's list at the Baptist College.

Jean Minshew visited her daughter in Florida for a few days. She said it rained the entire time.

Bird employees, along with thousands of out-of-town visitors to Charleston, have been enjoying the beauty of Middleton, Cypress and Magnolia Gardens, which are at the peak of their splendor this month.

Terry and Bill Jenkins attended the Masters Tournament in Augusta, Ga.

Annette Bair will be leaving soon as her husband has been transferred to New York.

Jack Lee and family visited his family in Lake City last week-end.

The Charleston office enjoyed the visit of Mr. Snowball and Mr. Phillips and Bob Popp who came up from Miami to see our plant.

Linda Beaver's mother recently left for California where she will make her home. John Burn and family recently enjoyed their first camping trip of the year.

Roy S. Martin and Carson Turner had quite a fish story to tell — seems they caught thirty large Bream at Goose Creek Lodge on their last fishing trip.

Stephen Gooden has been trying to drill a well on his lot for the past six weeks but without much success. According to him, he has struck everything except water.

Jesse Ulmer's son, First Lieutenant David Ulmer, will be married in June to Miss Patricia Waterfield. Jesse is also looking forward to the return of his son, Bobby, from Vietnam. We are pleased to report that Ulmer is continuing to improve from her recent illness.

Everyone is looking forward to fresh vegetables from Luta Wright's garden — Plant enough for all.

We would like to wish Wally Mullins much success in his new assignment as salesman in the South Atlantic District. Wally recently transferred from the shipping department.

PERTH AMBOY PLANT

Steve Saho from No. 4 Machine is home recuperating from a broken leg. Get well soon Steve, we need you back on your splicc job.

The Maintenance Department is happy these days — Andrew Wargo became a grandfather for the second time, with a grandson, while Stanley Paszkewicz became a grandfather for the first time, with a grandson.

Sigurd Svendsen from the tool crib was in the hospital but recovered quickly with the help of some beautiful nurses and is now back to work.

Stanley Paszkewicz, Union President attended a seminar at Rutgers University on Civil Rights Laws.

Harry Thorsen from the Maintenance Department is a proud pappy. His parakeets had twins.

Big Peter Kovacs from the Shipping Department, all 325 lbs. of him, tried to move a fork lift with his head; he lost the battle and had a bump on his head to prove it.

The foremen from the plant had a pin-nocle tournament at the home of machine foreman Joseph Proleika. The winning pair were Ed Bowne and Al Tasy.

John Kondas from the Shipping Department attends all antique auctions and is a collector of old T.V.'s and radios. Anybody wanting to get rid of old radios contact John Kondas.

April first was a sombre day at Perth Amboy. Our leader and good friend, Thomas Downey, was transferred to manage the Chicago Division. We are sure he is happy being back with his old friends, but his new friends in New Jersey will sorely miss him. We are pleased to wel-

come Richard Emerson, our new manager, transferred from Chicago. We are sure we will grow to be as fond of him as we were of Mr. Downey.

PHILLIPSDALE PLANT

Thomas Morani of the Phillipsdale Laboratory, was voted vice-president of the Slater Stamp Collecting Club. On May 1, he gave a talk at the Pawtucket Public Library on Paper Making as it applies in the manufacturing of stamps. Tom is always willing to talk to anyone interested in stamps, and has an extensive collection to show.

We were glad to see two former workers — Merry Russell and her new son, and Pat McWhinnie who stopped in with her two sons.

Margaret Pierson recently chaperoned a trip to Washington with the CYO Group of her church. She reports that all went well. They were able to visit all the points of interest including the White House where a few of the group shook hands with Vice-President Humphrey.

MANCHESTER PLANT

Welcome to Mikolaj Marchwicz who has joined the crew on the Mercury as utility man.

On our lovely Easter Sunday, Bea Tyrrell visited the Freedom Trail in Boston, including Faneuil Hall, The USS Constitution and the Original Union Oyster House.

Tom Linskey celebrated his wife's (Rita's) birthday and their 22nd wedding anniversary by dining at San Din Restaurant in Bedford. We are a little late, but send best wishes to Tom and Rita.

Welcome back to Pauline Boudreau and Barbara Tilton who have been out ill.

Al Roberge celebrated his birthday, his wife's (Marie's) birthday and his ninth wedding anniversary on the 18th of April. Many good wishes to both.

At the annual installation banquet of Parents Without Partners in Manchester, N.H. Bea Tyrrell was installed as 2nd V/P in charge of publicity and public relations.

A certificate of recognition was awarded to Bea for her unselfish efforts as 1st V/P in 1967 when she was working with programming and education.

BARDSTOWN PLANT

Mike Edelen and Mike Cissell are recuperating from an operation and an auto accident respectively. Hope to see both back with us soon.

Congratulations to Harold Akins, Thomas Wheeler and Gerald Murphy on their recent promotions to inspectors.

Mrs. Wayne Greenwell presented dad with a 7 lb. 9 oz. son by the name of Kelly Wayne.

Keith Sorrell has taken on a new hobby, from hunting to photography in easier lessons. Having chased his coon dog many a mile, he has now found a still subject.

We welcome a number of new faces in the persons of: C. J. Nalley, P. E. Ballard, J. S. Thompson, J. F. Devine, J. L. Thomp-



THOMAS FLAHERTY of the Cutting and Sorting Department, East Walpole Paper Mill, cutting a roll for reuse. Photo by Arthur Chamberlain.

IF YOUR BRAKES FAIL?

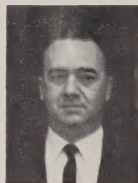
Have you ever wondered what to do if your car brakes fail?

According to the National Safety Council, there are several things you could do to help slow your car to a stop:

- Downshift. The motor itself will have a braking effect.
- As the car begins to slow down, slam on the parking brake.
- Shift into reverse only to avoid a serious collision. (Although this will bring most cars to a stop, it will damage the transmission.)

After you have come to a stop, drive onto the shoulder to avoid collisions with other cars.

son, D. E. Downs, R. D. Summitt, J. C. Hutchins, R. L. Tinnell, C. A. Robinson, J. T. Yates, M. Bodine, G. Fulkerson, G. Yates, C. Sidebottom, R. Shropshire.

Richard H. Hines Named
Plant Engineer, Bardstown

Richard H. Hines

Superintendent Richard Hambley announces the appointment of Richard H. Hines of Lorain, Ohio as plant engineer at the Bardstown Plant.

Mr. Hines is a graduate of Clearview High School and following graduation served four years in the U.S. Navy as electrician's mate, 1st class. After completing his Navy duty, he joined Lorain Telephone Company where he attained the position of supervisor of their PBX department and a service record of 15 years.

His wife, Joan, and their children, Craig, Kurt, and Jana, will join Dick as soon as school is out in June. Mr. Hines is quite active in Junior Achievement, Cub Scouts, and other youth programs. He is an active member of Charleston Masonic Lodge of Lorain.



"Burton's certainly using poor judgment—it's easy enough to get a wife, but he'll never get another secretary like her!"

☐ I've Said Voxel Editing
☐ I've Said First-Center Systems
☐ I've Said Voxel Shaders
 I'm thinking of it randomly... building up.

Name _____
 Address _____
 City _____
 State _____ Country _____ Zip _____

Perhaps the new location, closer home for many of the players, is responsible for the large turnout this season. Next month we'll report results of the first few weeks' play. Ray Beard is chairman of Golf this year.

The BIRD REVIEW

June 56 No. 6

Published for Bird & Son, inc. employees and their families

June 1968

Jarlis and Wallace Named Managers of Data Processing Functions



John Jarlis



Joseph Wallace

Last month Director of Data Processing David P. Nygard announced the promotion of John Jarlis to the position of manager of Operations and the appointment of Joseph W. Wallace of Brook, Mass. as manager of Systems Design and Programming.

John Jarlis has seen the Data Processing function grow tremendously since he joined the department in 1962, and he himself has grown in his responsibilities. He first started with Bird & Son as a messenger in November 1960, after graduation from Wallingford High School, later worked in the Sales Department, Main Office. His assignment in Data Processing was as a computer operator. In 1965 he became supervisor of Computer Operations and in 1967, assistant manager in charge of Data Processing.

He is presently attending the Evening Division of Northeastern University majoring in Data Processing and working toward an associate's degree.

(continued on page 2)



THE FAIRCHILD MARK IV projector is excellent for desk top viewing as shown here, and is equally good for showing Bird films to larger groups. The "salesman" here is Stuart Laughlin and the "dealer," Frank Molinari, both of the Advertising Department.

Portable Projector Is New Sales Aid

A new portable audio-visual projector and accompanying film cartridges are helping Bird & Son sales representatives sell Bird Solid Vinyl products and Bird Wind Seal "JET" Shingles.

The Fairchild Mark IV unit weighs only 35 pounds and is so compact that it can be used easily on any convenient desk or table. The film cartridges each with a viewing time of 8 to 12 minutes, provide the Bird salesman with a distinctive extra sales tool. The films on Vinyl Products show various installation techniques and are especially helpful when the sales interview has reached the point where the dealer or applicator asks: "What are the installation problems?" They will be used extensively after the sale has been made, to instruct the applicators in the correct methods of installation to insure customer satisfaction.

The Wind Seal "JET" cartridges also show installation procedures, but in addition are designed to help sell these hurricane resistant Bird Shingles. One film shows in detail the 100-mile an hour wind and rain test staged at the Grenier Airport in Manchester, New Hampshire. As reported in *The Review* last month, a score of brutal 10-minute tests proved beyond a doubt that Bird Wind Seal "JET" Shingles defy hurricanes and protect roofs securely in high winds. All this is shown dramatically in one of the new film sequences provided in this series.

As the illustration shows, the equipment is very compact and easy to use. A handbook gives each operator specific and detailed instructions. There is an off-on switch, volume control, a control for focusing and another for framing. The cartridges slip in and out as a unit, similar to the way stereo-recording tapes are slipped in and out (continued on page 2)

Glenwood Area Hit By 15 Inches of Rain

When fifteen inches of rain fell in less than 24 hours at Glenwood, Arkansas recently, residents could have said they had a serious flood, had it not been for Bird & Son's mine holding all of this water! One picture shows the mine with 200,000,000-gallons of water. This mine is 140-feet deep in the deepest end. (See page 7)

Water reached a depth of three feet in the mill, damaging several motors and was so swift, it washed the ballast from under the railroad, dumping a loaded car of granules. In the second picture are Hurcil Cowart and Dale Adams checking the damage.

Of course, I would not think of revealing their names, but this reporter has heard some of the sports-minded



RENTAL RAINS washed the ballast from under this section of track at Glenwood, dumping a loaded car of granules.

employees secretly hoping the water will remain in the mine so they can stock it with fish, build a camp house and all have fun at Bird's Bass Pond!

Hospital Show Cast Gets Letter of Appreciation

Hospital Shows for shut-ins are over for the season, but pleasant memories linger in the minds of all the large cast, as well as in the minds of the many hundreds of patients who were cheered by their entertainment. Fifty people (continued on page 2)



Published for the employees of Bird & Son, inc., and their families.
Editorial Office at East Walpole, Mass.

Member of Mass. Industrial Editors' Association and International Council of
Industrial Editors, Inc.

EDGAR M. GROUT, Editor

JOHN J. MURPHY, Adviser



Hospital Show Pleases

(continued from page 1)

(count 'em in the accompanying picture) contributed time and/or talent to make these shows so successful.

Co-chairmen William Grazado and Julia Lewis are shown in the picture, Bill at the top, right, (with glasses), and Julia seated with some of the children on the edge of the stage, 3rd from right. Seated at far left is Ruth Phelan, Bird Club secretary who has also helped with many details of arrangements.

After the final show on April 23, the following letter was received from the Chelsea Soldiers' Home, signed by Mrs. Helen Triant, secretary of Volunteer Services:

"The Stage Show sponsored by the Bird Club in the Martin Auditorium of Soldiers' Home on April 23 was very much enjoyed by the veteran patients and members.

"Those presentations are eagerly looked forward to by the men as a means of getting away from hospital routine and afford them the chance to relax and forget their aches and pains even if only for a few hours. The fruit which was distributed after the performance through the courtesy of the Norwood Emblem Club was greatly appreciated and enjoyed.

"On behalf of the Administrative Staff and the veteran patients at Soldiers' Home, we extend our sincere gratitude and appreciation to the Bird Club as well as the Emblem Club of Norwood for the loyal interest shown in the care and comfort of our shut-ins."

Jarlis and Wallace

(continued from page 1)

The Jarlis' live in Sharon and have a three-year old son, John Edward, and a six-months old daughter, Stacey Lynn.

Joseph Wallace, who joined the company on May 13, has had broad experience in both systems design and programming. A graduate of Boston College, class of 1957 with a bachelor of science degree, his first position was with United Aircraft of Hartford in scientific data processing. He has been a programmer with both Factory Mutual Engineering Division, Norwood, and Garland Corporation, Brockton; more recently he was analyst-programmer leader with Cabot Corporation of Boston.

Mr. and Mrs. Wallace live in Holbrook and have five children; the youngest is seven months, and the two oldest are twin boys, eight years old.

Art Class Exhibit Coming Soon At Lower Corridor, Main Office

An exhibit of paintings by this year's Bird Club Art Class will be held the last week in June in the lower corridor of the Main Office at East Walpole. Art Class Chairman Ann Campbell and Instructor Mrs. Helen Pierce expect that there will be more than 50 entries.

Watch for further announcements and plan to see this show when it goes up on the walls near the cafeteria.

Safety Manager Suggests Tips for Better Boating

Most beginners think there is little to know about boating. That's why they are beginners.

Here are some general boating safety rules which everyone should follow:

- Always have a companion with you: never go boating alone, especially in strange waters.
- Boats should never be overloaded and each passenger should wear a life-jacket.
- All motorized craft should be operated in a safe and sane manner with no stunting allowed.
- It is best not to operate boats after dark. If you must travel at

night, the boat should be operated at a reduced speed and equipped with running lights.

- A "travel plan" should be made with a responsible person so if your boat breaks down rescue will know approximately where to look.
- Boats should stay within posted speed limits.
- Always give swimmers and powered boats the right of way.
- Never refuel with the motor running.

Remember: An overloaded boat or an over-powered boat may mean a board for you and your passengers.

— Robert Roby, Safety Manager

Bird Club Elects Officers, Appoints All Chairmen

At the annual meeting of the Bird Club in April Ruth Phelan was re-elected secretary and Janice DeLutis re-elected treasurer. Alex MacIntyre, Rocco Phillips and John Reddick were elected council members for three year terms and Theodore Pierce was elected to fill the one year term of Harold Bailey who had resigned.

In May, when the Council met to

organize for the coming year, R. Phillips was re-elected president. Alex MacIntyre, vice president. The resignation of Lawrence Pickener was accepted with regret. He explained that his work schedule makes it difficult to attend Council meetings but he will try to help on committee work whenever possible.

Theodore Pierce, newly elected for one year term, was elected by the Council to fill Mr. Pickener's unexpired two-year term; Robert Ivatts of East Walpole was elected to fill the one year term left vacant when Theodore Pierce was elected to take the two year post.

At the same meeting in May, chairmen of the various Bird Club activities were appointed:

- Art — Ann Campbell (temporary)
- Auditing — Charles Makarevich
- Men's Bowling — Ted Pierce
- Business Men's League Bowling — Ted Pierce
- Girls Bowling — Mary Moylan
- Cribbage — Edward Knaus
- Entertainment — John Reddick
- Lawrence Pickener, Co-Chairman
- Finance — Janice DeLutis, Ruth Phelan, Rocco Phillips
- Men's Golf — Raymond Bearce
- Girls' Golf — Mary Moylan
- Hospital Show — William Grazado and Julia Lewis, Co-Chairmen
- Neponset Choral Society — Leonard Wallace
- Special Activities — Joseph Gee
- Publicity — Edgar Grout
- Tri-Mill Sports Club — Aldo Bernier
- Hospital Gifts — Alex MacIntyre
- Men's Soft Ball — Paul Pinsonneault
- Flower Bulb Sales — Alex MacIntyre

Valerio's Team Leading League at End of May

Sixty men are participating regularly in the Bird Club Golf League this year. Interest is holding high in this popular summer sport activity. At the end of the fifth week of play, Romeo Valerio's team was leading, but only by one point:

Team Captain	Won	Lost
Romeo Valerio	52	4
Percy Spiers	51	4
Harry Cady	47½	48
James Barnes	41½	56



EASY TO OPERATE. Just push in the film cartridge, throw the switch on the Fairchild Mark IV, and you're in business. It's as easy to operate as your television set.

We Congratulate Our June Graduates

HIGH SCHOOL ★ COLLEGE



Barbara Jo Harden
Manchester, N. H.
Central High School
Robert Harden
Manchester Plant



Eileen Marion Fisher
Ocean Township H. S.
Robert F. Horseman
Perth Amboy Plant



Leon Morrison, Jr.
Walpole High School
Leon Morrison, Sr.
Norwood Roofing



Sharon Louise Ericson
University of N.C.
Frank B. Ross
St. Louis Sales



R. L. Lullo
Ford High School
R. L. Lullo
Perth Amboy Plant



Stephen Anthony
East Providence
Senior High School
Joan Anthony
Phillipsdale Office



Kristen F. Johnson
Maynard High School
Gordon C. Johnson
Main Office



Kenneth Greene
Coventry High School
Merton Greene
Phillipsdale Plant



Joseph P. Ellis
LaSalle Academy,
Providence, R. I.
John Ellis
Phillipsdale Plant



Angela Purdie
Rex Mundi High School,
Evansville, Indiana
Allen Purdie
Shreveport Sales



Joseph P. Nevins
Xaverian Bros.
High School, Westwood
Joseph A. Nevins
Norwood Roofing
Anne C. Nevins
Main Office



R. Clay
Science Academy,
Boston, Massachusetts
Mald R. Clay
Ing. Materials Sales



Barbara Ann Wester
Taunton High School
Herbert L. Wester
E. Walpole Power



Kathleen Murphy
Walpole High School
Henry Murphy
E. Walpole Power



Michael Bowers
Norwood High School
Martin Bowers
East Walpole Power



John Bowers
Norwood High School
Martin Bowers
East Walpole Power



Mary J. Collins
Walpole High School
Robert Collins
Shoe Carton Plant



Linda Ann Purpura
Holliston H. S.
Joseph Purpura
Norwood Roofing



V. Troy
Attleboro H. S.
Joseph Troy
Fire Box Sales



Anne M. Carchedi
Norwood High School
Peter E. Carchedi
Norwood Roofing



Carol Lynn Leonard
West High School
Manchester, N. H.
Parker F. Leonard
Fibre Box Sales



Walter M. Garrett
Bardstown High School
London Garrett, Jr.
Bardstown Plant



Donna Linda Swierk
Foxboro High School
Francis A. Swierk
Shoe Carton Plant



L. Michael Lindblom, Jr.
Bates College
Lawrence M. Lindblom
Main Office



Forrest G. Clark
Holliston H. S.
Forrest N. Clark
Norwood Roofing



Alan Rockwood
Fairfield University
Walter Rockwood
Fibre Box Office



Janis Anne Sacre
Fisher Junior College
Gustave Sacre
Main Office



Thomas Eugene McCann
Fair Park High School
Shreveport, La.
E. R. McCann
Shreveport Roofing



Mary Louise Washington
Crane H. S., Chicago
Lloyd Washington
Chicago Roofing



Jane E. Allston
Tenney Memorial H. S.
Methuen, Mass.
Andrew E. Allston
Dinsmore Plant



Mary Louise Potter
Byrd High School
Shreveport, La.
R. N. Potter
Shreveport Roofing



Evelyn Johnson
Ala College
Luna A. Johnson
Paper Mill



Linda Gail Johnson
Becker Jr. College
Tauna A. Johnson
Paper Mill



Hugh Ross Sumner
Homewood-Flossmoor
High School
Roger H. Sumner
Chicago Roofing



Theresa Aliano
Dedham High School
Adele Aliano
Main Office



Joan E. Baker
Hartwick College
Ruth E. Baker
Main Office



Gilbert Dancy
Northwood High School
Eugene Dancy
Shreveport Felt

Virginia O'Brien Retires; Many Years at Chicago



RETIRED AT CHICAGO. Virginia O'Brien poses with Assistant Office Manager William O'Brien whose hand rests on the portable television set presented to Virginia on her last day at work.

VIRGINIA O'BRIEN looked back on almost thirty-five years of employment with Bird & Son when she retired from the Chicago office on April 30th. She began on September 30, 1933 as a transcribing operator. Prior to coming with Bird & Son she had worked for the Alton Railroad in Chicago.

In 1949 Virginia was transferred to duties as a general clerk doing many things concerned with sales records, continuing on this work until 1964. Her transfer at this time was to work handling sample and literature orders for salesmen and customers. In addition she also took care of the office supply room.

For many years Virginia O'Brien was the loyal and faithful Bird Review correspondent for the Chicago plant and office. She has no particular plans for retirement, except to stay in Chicago and after a good long rest possibly to seek part-time employment at her first love, transcription and typing.

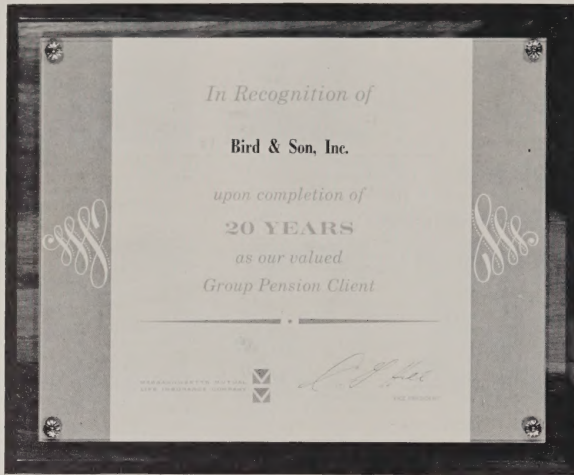
On her last day Virginia was presented with a portable television set so that she can watch her beloved White Sox. For many years she has always attended the opening day game and many others through each season. Without doubt she is a real baseball fan.

In May we plant lettuce —
And what does it gettuce?

Roy F. Jackson



HE TAKES THE CAKE! Harold Altman, Chicago's Purchasing Agent, cuts the first slice from his 45th Anniversary cake. He achieved this remarkable record on May 21st. Looking on approvingly is Marie Cose, clerk in Mr. Altman's department for many years.



PLAQUE AWARDED to Bird & Son, Inc. in recognition of 20 years as a group pension client of Massachusetts Mutual Life Insurance Company.

Bronze Plaques Presented to Bird Companies

Bronze plaques in recognition of 20 years' association as a Group Pension client were presented recently to Bird & Son, Inc. and Bird Machine Company by representatives of Massachusetts Mutual Life Insurance Company and Warner-Watson, Incorporated, consulting actuaries.

Presenting the plaques at the Bird & Son corporate office were George

Canny, director of Group Pensions and Gerald T. Quinn, Regional Group pension manager for Massachusetts Mutual Life Insurance Company. Also present were Seymour H. Harris, F.S.A., vice president and Robert McAllister, actuarial associate of Warner-Watson, Inc.

Receiving the plaque for Bird & Son, Inc. were Robert F. Jenkins, president, Bernard P. Soward, executive vice president, John C. Rambeau, treasurer and William J. Smith, controller. Calvin A. King, president of Bird Machine Company, received the plaque for his company.

LONG SERVICE LIST

JULY 1968

Name	Year	Dept.	Yrs.
Julia Lewis	7-2-28	Mill Office	40
Victor P. Taggart	7-7-28	Shoe Ctn. Div.	40
Earl O. Boyden	7-30-28	Fibre Box Div.	40
Patsy Solbo	7-1-33	Shoe Ctn. Div.	35
John W. Siegmund	7-18-33	Maintenance	35
Florino V. Felici	7-27-33	Paper Mill	35
Lawrence M. Hassler	7-27-33	Fibre Box Div.	35
Tony Marzuolo	7-31-33	Roofing Mill	35
Michael J. Sadaway	7-31-33	Maintenance	35
Daniel H. Delaney	7-31-33	Fibre Box Div.	35
Harold R. Bonnyman	7-5-38	Vice Pres. Fibre Box Division	30
James D. Conrad	7-7-38	Norw'd Div.	30
Charles J. Malacaria	7-19-48	Paper Mill	20
John Sipejka	7-13-53	Paper Mill	15
Harriet A. Sutherland	7-20-53	Office	15
Kenneth C. Groh	7-30-58	Shoe Ctn. Div.	10
LEWISTON			
Ralph Maxim	7-19-48		20
PHILLIPSDALE			
Dudley P. Perry	7-31-33		35
Giovanni Olivieri	7-29-43		25
CHICAGO			
Len Edwards	7-23-43		25
Elvin James	7-28-53		15
CHICAGO FELT MILL			
Rudolph Juarez	7-16-53		15
John Rico	7-28-53		15
SHREEVEPORT			
Thomas D. Blanchard	7-15-38	Sales Manager	30
Frank D. Zellner	7-20-53		15
GLENWOOD			
Orville E. Caldwell	7-14-48		20
PERTH AMBOY			
Alexander Zatik	7-8-63		5

"Ruddigore" Performances Are Tremendous Success

Enthusiastic audiences hailed the three performances of "Ruddigore" by the Neponset Choral Society on May 2, 3, and 4. Again the group scored a hit with a "professional" production by non-professionals who have long been recognized as one of the finest amateur Gilbert and Sullivan groups in New England.

L. Hassler Einzig of Arlington directed, and the stage direction was under the expert guidance of William Maguire of Weymouth. Leonard Weaver, product development manager of the Building Materials Division, is the permanent director and manager of the chorus, but for these Spring shows he steps aside and becomes a member of the chorus, or takes a lead role, as he did last year in "The Sorcerer." Edgar Grout, employment manager, sang the role of Sir Roderic Murgatroyd. Jack Stein of Boston, noted for his TV and theater work, did the professional make up.

The chorus has disbanded for the summer, but rehearsals for a fall concert will resume early in September. Next spring's production has already been announced, the best known and always popular Gilbert and Sullivan operetta, "The Mikado."

TOP OF THE NEW

MAIN OFFICE

Hilda Rafuse of the Treasurer's office been granted her commission as a Notary Public. She was sworn in on May 21st. That Frank Vietze has retired, Hilda can be available for notarizing various documents, a service that Frank frequently performed in years past.

Two Bird employees are playing roles in the Sharon Country Club Summer Annual Jimmy Fund Golf Tournament, to be held on June 19. Ralph H. Hall, president of the Shoe Carton Division, a member of the club's Gift and Auction Committee, and Charles Bennett, of Bird Machine Co., is secretary of the Jimmy Fund Tournament. Mr. Hall is also president of the Sharon Country Club, and are presently serving on the club's Board of Governors.

The Sharon Country Club is the golf club in the area to hold a tournament to benefit the famous Children's Cancer Research Foundation of Boston. About 100 members and guests are signed up to play. Over \$1000 is expected to be raised. A number of charity guests will be present, including Lt. Gov. Francis W. Sargent and Peter Lawford.

Kristen Johnson, who graduates from Maynard High School this month, will attend Graham Junior College in Boston, majoring in Retailing next fall. Her father is Gordon C. Johnson, sales service manager, in the Norwood Division of Building Materials.

Peter R. Clay, son of Mr. and Mrs. D. R. Clay, who graduates from Lawrence Academy this month, will attend Duke University, Durham, N. C., in the fall to receive a full tuition Navy scholarship. Peter will be enrolled as a midshipman — a civilian student. At Lawrence he was co-captain of football, sports editor of the Year Book and the school paper, an honor student and member of the band. His father, Don C. Clay, is Vinyl Products manager for the Norwood Division of Building Materials.

Soon after her graduation on June 1 from Fisher Junior College, Janis A. Sacre will enter the law firm of Goodwin, Proctor & Hoar at 84 State Street, one of Boston's top legal firms. At Fisher Junior College she received her degree in Science with a Legal Secretary major. Her father, Gustave Sacre, is assistant controller, Peapack Products.

We welcome Adele Aliano to the Sharon Carton Sales Department.

She is from Dedham and recently worked for Wales of Jamaica Plain. Adele is the mother of three children, a 20-year-old son, studying at the University of Virginia; an 18-year-old daughter, a senior at Dedham High; and a married son in the Navy stationed in Virginia. She also has a lovely granddaughter five months old.

Congratulations to Ray Flynn, sales manager of the Shoe Carton Division, and his wife Mary, parents of a new baby, Katherine Ann, born on February 28, 1968. The lucky Flynnn have another daughter, 2½ year-old Mary Ellen.

Wanda Poremski was married to William Yadisernia on April 28th at an afternoon ceremony in St. Mary's Church in Franklin. Following a reception at the Floral Club, the couple left for a honeymoon in Bermuda.

Alice Wenstrom, Gertrude and John MacDonalds all enjoyed a vacation trip to Hawaii, with a stopover at Las Vegas en route, and a stay in San Francisco on way home.

PAPER MILL AND POWER PLANT

Barbara Ann Wester, daughter of Herbert Wester, engineer, has been very active in her senior year at Taunton High School. She is a member of the National Honor Society, Girls' League, French Club, Latin Club, Future Teachers Club, I. O. O. F. Squad, and chorus. She is an editor of school newspaper "The Tauntonian," vice president of the History Club and a student member of "The Journal." She also belongs to

(continued on page 5)

P OF THE NEWS

(continued from page 4)

the Children of Mary at Holy Rosary church and sings in the choir there. Kathleen Murphy, daughter of Henry Murphy, fireman, will enter Bridgewater College this fall following her graduation from Walpole High School.

Martin Bowers has two sons graduating from Norwood High School this year. Paul has already joined the Navy and is to go to Great Lakes for his boot camp in August. John has been accepted by the University of Massachusetts in Amherst and will enter as a freshman in September.

welcome to Clifford Day, new man in the Boiler Room.

George Blair and his wife recently spent a few days in the Amish area of Pennsylvania.

Congratulations to George Stewart who has just obtained his third engineer's license.

Paul Johnson had the pleasure of two vacations at once in his family. Nancy, who graduated from Upsala College in Orange, N.J. on June 3, with an A.B. degree, majored in History and plans a teaching career. Linda graduated June 9 from Becker Jr. College in Worcester with associate's Degree in Science. Her major is Medical Secretary.

WALPOLE FIBRE BOX PLANT

Arthur Joyal is resting at home after his recent operation. We hope to see him back soon.

Luise Conti is now working in the Fibre Sales office. She has transferred there after many years as clerk in the Finishing Department.

Donald Dyer has started vacationing and is down on Cape Cod where he has a trailer set up for the summer. Several other early vacationers in late May were Earle Boyden and James Loring.

WALPOLE SHOE CARTON PLANT

Anna Linda Swierk, whose picture appears with the June graduates, will enter Birmingham Teachers' College in September. Her father, Francis, works on the roombiner.

NORWOOD ROOFING PLANT

Thomas DeSena, who retired in 1956, decided to see us recently. We were delighted to see him. For the first six years of his retirement he flew to the West Coast in winter and the last few years he drove as Vegas to visit his daughter, Mrs. E. Haynie, who has three children. Her daughter, Denise (Thomas' granddaughter), enters this June from the Clark High school in Las Vegas with honors. Advice to Tom — bring plenty of money when you go to Las Vegas.

Philip Cirillo, son of Sam Cirillo, is presently taking his Army basic training at Dix, N. J. Upon completion of the



CLIFFORD DAY POPPY DRIVE KICK-OFF. The drive starts as Joseph Moody, Commander of Post 2452, Norwood, Veterans of Foreign Wars and Helen Tohosky, member of Auxiliary, sell poppies to each other as man of the Drive, Francis Donlan, looks on. Francis is a retired Paper Mill employee of Hellen, a Bird switchboard operator.

LOVELY LADIES GATHER AT SHREVEPORT



When members of the Ladies Oriental Shrine of North America began arriving in Shreveport in May for the 54th Grand Council Session, things were well under control at the registration desk. With Lady E. D. Clark, Past High Priestess of MESHA Court No. 63, the hostess court, and Lady E. F. (Lucille) Sullins (center) on the job, everything moved along very smoothly.

Lucille, who works at the Shreveport office, had taken a week's vacation to attend this session. She had received her degree at their Grand Session in Detroit, Michigan in 1964. It was a wonderful reunion when she visited with the members of ZA-HIR-DUN-RAH Court No. 7; Lady Lucille Fisher, Grand High Priestess and Lady Molly Laugh, High Priestess in 1964. Also the DEVERSHIRE Unit who "roughed" her up during the initiation.

These lovely visiting members came from El Paso, Texas to Toronto, Canada, the State of Washington to Florida and from Hawaii to California to West

Virginia. All 2,000 guests seemed to have a nice time enjoying southern hospitality at its best. The City of Shreveport was quite honored to have Lady Lucille Graham elected Grand Outer Guard, the only elective office each year.

Her many friends at Bird and Son congratulate Mrs. Graham and wish her well in her next seven years of hard work as she progresses up the ladder, one chair each year, to the station of Grand High Priestess.

The hardest working person at the week-long convalesce, was our own Leon Taylor of the Traffic Department. Leon took a week's vacation and from early morning until very, very late at night, he and his wife, Betty, served as official photographers.

Registering as this photo was made are Lady A. H. Biehl, Past High Priestess of KADESH Court No. 19, Akron, Ohio; Lady P. L. Biehl, and Lady L. M. Oblinger, also of the Akron Court.

The members are looking forward to the 1969 session in Oakland, California!

er years and last summer was given the G.C.M.A. Outstanding Camper Award. While there he won first place awards in sailing, archery, riflery, badminton, tennis and golf.

Gordon enjoys all outdoor sports, including bass fishing. We know that Vivian and T. D. are very proud of this young man's many achievements.

Contributors

The following reporters have contributed news to this issue: Alfred Breen, Frances Smith, Jack Reddick, Ted Pierce, Mary Driscoll, Kevin Connor, Geri Enberg, Lucille Sullins, John Evans, Robert Stewart, William Winkler, Ann Sprup, Donald Beck, Richard Hambley, Robert Zobel, Ann Campbell, Raymond Bearce, William Grizado, John Lukko, Rita Fedor, Milton Gardner, Louise Graham, Robert MacLeod.

er years and last summer was given the G.C.M.A. Outstanding Camper Award. While there he won first place awards in sailing, archery, riflery, badminton, tennis and golf.

Gordon enjoys all outdoor sports, including bass fishing. We know that Vivian and T. D. are very proud of this young man's many achievements.

Contributors

The following reporters have contributed news to this issue: Alfred Breen, Frances Smith, Jack Reddick, Ted Pierce, Mary Driscoll, Kevin Connor, Geri Enberg, Lucille Sullins, John Evans, Robert Stewart, William Winkler, Ann Sprup, Donald Beck, Richard Hambley, Robert Zobel, Ann Campbell, Raymond Bearce, William Grizado, John Lukko, Rita Fedor, Milton Gardner, Louise Graham, Robert MacLeod.

er years and last summer was given the G.C.M.A. Outstanding Camper Award. While there he won first place awards in sailing, archery, riflery, badminton, tennis and golf.

CHARLESTON PLANT

Great fishing trip for Bill and Terry Jenkins. After an all day trip with a string of two fish, the motor conked out and they had to paddle back without food or drink. Peggy Campbell is anticipating a trip soon to Baltimore.

Mamie Powell and family enjoyed a camping trip at Myrtle Beach.

We welcome Dianne Horton and Sue Powlas. Dianne is working in the Billing Department, and Sue is in the Production Department.

A speedy recovery is wished by all for Jo Ann Brown, who is recuperating in the hospital after an operation.

Congratulations to Melba Lacoss, who recently became a bride. Melba was honored at a shower given by Barbara Roberts. Many of the girls in the office enjoyed the shower.

Jeanne and Wally Brooks recently celebrated their 32nd wedding anniversary. Jeanne was surprised with a card and a dinner party. The couple is planning a trip to Michigan and Canada.

We hear that Gloria Puckhaber's husband, Richard, is recovering from a recent illness.

Our condolences to John Harrison on the death of his father.

Glad to hear that Don Wallace's son is feeling better after a recent accident.

Since our last report we are very pleased to have had many visitors to our plant, including Salesman George Stine with a party of two.

Due to the serious drought in the local area, Joe Gilbreath continues to haul water nursing his vegetable patch.

Sorry to hear that William Jarnell is in the hospital. We wish him a speedy recovery.

Stan Phillips' son Stephen, recently escaped serious injury when he fell out of the boat, and the motor ran across his foot.

Steve Goodin is recovering from an accident which happened at home while drilling a well.

We understand that Bob Zobel's Little League baseball team, sponsored by Hay Oil Co., is doing real well this year. To date the record is 4-1-1 and they are in first place. Bob's son Chuck is one of the pitchers and has already pitched, one no-hitter this year.

CHICAGO ROOFING PLANT

Welcome back to Anthony Dote who is on summer vacation from St. Joseph College. Tony worked in Production, Shipping and Traffic last year. Tony will be going into his junior year in the fall.

We are happy to report that Agnor Oberg of our Maintenance Department has returned to work full time, after his long and serious illness. We are glad to see him back.

Grover Holden, Shipping Department, has also returned to work after a six-months leave of absence. Continued good health to you, Grover.

His many friends at Chicago were happy to see Gresh Brebach looking so well after (continued on page 6)

BOWLING TROPHIES, proudly displayed by Gordon Blanchard, 14-year old son of T. D. Blanchard, sales manager of the Gulf District at Shreveport.



SHREVEPORT PLANT

Pictured on this page with many of his bowling trophies is Gordon Blanchard, son of Vivian and T. D. Blanchard. Gordon, who is 14 years old in June, has been awarded numerous trophies for bowling in local and state tournaments, the most recent of which was the winner of second place in doubles for junior boys in the American Junior Bowling Congress State Tournament held in Lafayette, Louisiana. In addition, Gordon's team, the "Go Devils," placed third in the tournament.

Gordon has attended the Gulf Coast Military Academy summer camp the past sev-



Cedric S. Johnson, whose promotion as foreman at the East Walpole Paper Mill was announced last month.



FIFTY DOLLAR CHECK for suggestion awards is presented to James Williams, right, Chicago wrapper and supply man, by T. E. Downey, general manager, with Foreman Waldo Overholt also offering congratulations. Williams received \$25 for a money-saving idea and an extra \$25, since this was his third cost-saving suggestion.

TOP OF THE NEWS

(continued from page 5)

his recent illness. Gresh was in the office a few weeks ago, for a sales meeting, and we were delighted to see him back on his feet.

Gerald Rogers, an assistant in our Lab, has been laid up after an operation on his feet. He is out of the hospital and recuperating now at home. We all look forward to his speedy recovery and quick return to work.

Roger Sumner, Safety director, just completed his Red Cross Training Course, and we understand he is now qualified to teach the course. Gerald Rogers was also enrolled for the course, but because of his operation he was unable to finish it. Jerry had first hand experience with First Aid recently when he was in the Army, and thus was able to graduate from this course. Congratulations to both of you.

Al Bianco, our Shipping foreman, recently entered his 5 month old Great Dane "Tuffy" in a puppy show in Milwaukee, Wisconsin. It seems "Tuffy" had already won a ribbon in the puppy class and Al's wife wanted her to try for another. But puppies will be puppies and "Tuffy" was just too friendly and frisky to win her second ribbon.

John Bielawski's daughter, Diane Linn, is graduating in June from St. Mary Magdalene Grade School. She plans to attend Bowen High School in South Chicago in September. John is the assistant superintendent of the Chicago Roofing Mill and the Chicago Felt Mill.

We had a farewell party in the Conference Room for R. H. Emerson, and he told us about the Plant at Perth Amboy and all the wonderful people he would be working with. We wish you all the best, Mr. Emerson, and if you are ever in our area, please stop in and say hello.

For the arrival of T. E. Downey, it was more of a Welcome Home greeting. We are delighted to have him back with us. Many of the office force, and quite a few in the plant were happy to renew their acquaintance with him. They remember Tom from when he was a Chicago area salesman. We all hope for his continued success with Bird & Son.

Welcome to our newest employee, Carol Cox. Carol will be working in the Sales Department as a correspondent. We hope her stay will be a long and happy one.

Congratulations to Mr. & Mrs. Alex Cook who celebrated their 20th Wedding Anniversary on May 20th. We wish them both continued happiness. Al is the Traffic manager in our Chicago Roofing Office.

Your long time reporter, Virginia O'Brien retired on May 1st after more than 34 years with Bird & Son. We had a brunch for Virginia in the Conference Room where she was presented with a portable Zenith Television set. We also had a sign, "Bye Bye Birdy," thought of by Mae Schaller, printed on the blackboard. Virginia was thrilled with her gift and said she will now be able to watch all the White Sox games. She also received several reserved

seat tickets to the White Sox home games. Her many friends wish her continued good health and contentment in her retirement.

Rose Gorman has returned for the summer months to help out typing orders. Rose manages to look younger every time we see her. Several grandchildren help to keep this grandma looking so well, especially when you enjoy the children the way Rose does.

Dolores Booth from our Billing Department recently showed us some pictures of her daughter who attended St. Lawrence Prom. Barbara looked radiant in her long pink and olive green gown. Dolores said she suddenly realized how fast her little girl had grown up. Barbara intends to enter college next year and has set teaching as her goal.

We welcome back from Military Leave of Absence, Frank M. Hampton. Frank was a Corporal in the Army and for the past year was stationed at Cat-Ley Province in the Mekong Delta, South Vietnam. We are gratified that Frank was returned home safe and sound. Thanks too, Frank, from your fellow Americans for a job well done.

Geri Enberg is welcomed as the new Review reporter for Chicago.

Roger Sumner's son, Hugh, whose picture appears on the graduates' page will enter Monmouth College, Monmouth, Illinois, in September.

CHICAGO FELT MILL

Congratulations to Rudolph Juarez on his recent promotion from felt tester to shift supervisor at the Chicago Felt Mill. Rudy joined Bird & Son in 1953. He attended grade school at J. N. Thorp and graduated from Bowen High School in South Chicago. He served in the Army at Fort Sill, Oklahoma, and spent 18 months at Schofield Barracks in Oahu, Hawaii. Rudy and his wife, Rosemary reside in South Chicago with their three sons, Ricky, Scot and Christopher. His favorite hobbies are baseball and football, and his favorite teams are the White Sox and the Chicago Bears. We wish Rudy a long and successful career with Bird & Son.

WATERVILLE PLANT

We are happy to have Foreman Norm Mathieu back after major surgery at the Seton Hospital in Waterville. Other than losing a few pounds, Norm looks fine.



"WHAT DOES TOP MANAGEMENT EXPECT FROM ACCOUNTING SYSTEMS?" was the subject of President Robert F. Jenkins' talk before a large gathering of accountants on May 15. The occasion was a meeting of the Route 128 chapter of the National Association of Accountants at the Holiday Inn in Newton. Left to right: Vincent Polito, secretary; Ronald Bobcock of Bird & Son, a past president of the association, and chairman for the evening, and President Robert F. Jenkins. Many Bird & Son accountants and managers were present. Representing top management were Executive Vice President B. P. Soward and Controller W. J. Smith.

Larry Huard, our printer-slitter crew chief, is home recuperating from eye surgery. He is being fitted for eye glasses and we hope to have him back soon.

Hugh Caron's son, Alan, has been released from the Veteran's Hospital in Togus, Maine. Alan is living at home permanently now although he will be making periodic returns to the hospital for tests.

A proud father by the name of Bill Fahey informs us that his son, Jim has truly warmed the cockles of his Irish heart! Jim, a junior at Winslow High School, is finishing his third year with flying colors. He has set the stage for a fine senior year in school by displaying a typical Irish knack in politics. He has been elected Vice President of the Senior Student Council, and President of the Winslow High Athletic Club.

He has also proven that politics and running go hand in hand in more ways than one. In seven track meets, Jimmy has placed first five times and second twice. Against several schools entered in the Kennebunk Valley Conference Track Meet, Jim placed second.

Besides politics and sports, his primary love is the trumpet. This spring, Jim played solo performances in concerts at Skowhegan High School and Winslow High School. His musical style has been compared to that of Herb Alpert.

BARDSTOWN PLANT

The plant has entered the Industrial Softball League this year. Fifteen men make up the team and they have been practicing hard as can be attested to by all the sore muscles. Games started in late May.

Plans are underway for a plant picnic July 4th. Interest is very high and committees are beginning to tie all the loose ends together.

We welcome back Mike Edelen after a prolonged period of recuperation from his operations.

David Hall has left the plant due to the National Guard call up for Vietnam. We wish him our best.

The season has opened for "frog giggin'" and the fellas have enjoyed many wet moonlit hours on the rivers and ponds in the area. Jumbo bull frog legs have filled many a platter the past few evenings, according to Don Kays and Bill Rogers.

The "Stephen Foster Story" opening night will be June 15th this year with the annual visit by Governor Louis B. Norton in attendance. For those who haven't had the chance to attend the outdoor drama you have until Labor Day to take advantage of some wonderful entertainment.

Mr. & Mrs. J. T. Ritchie have a new addition to the family in the person of John Thomas III. Congratulations to Tom and Mary.

We welcome to our plant Robert Lyringer and George Masterson, new employees who have joined us recently.

ANDREA E. ALLSTON, National Honor Society member and very active member of the Junior Class at Tenney Memorial High School in Methuen. Her father, Andrew, works at the Dinsmoor Plant in Lawrence.



G. W. DINSMOOR DIVISION

Andrea E. Allston, the daughter of J. and Mrs. Andrew E. Allston who reside 103½ Broadway, Methuen, has recently been inducted in the National Honor Society of Tenney Memorial High School, Methuen of which she is currently a Junior. Membership of this Society is based on scholarship, leadership, character, and service. Andrea is also an active member of Tenney's Student Council, Pep Club, the school's newspaper, The Blue & White staff, and is presently enrolled in Chinese I at Phillips Academy, Andover. Though her plans for the future are not definite, Andrea hopes to pursue a career in commercial art or general business.

Her father, Andrew E. Allston has been working with the George W. Dinsmoor Division of Bird & Son for over 25 years.

Jane E. Allston, her sister who graduates from the Tenney Memorial High School this year, has accepted a position with the Bay State Merchants Bank in Lawrence, Mass. Her picture appears on graduates' page.

Barbara Heimann (see picture) with father, John, works at the Dinsmoor Plant recently won a dancing award at a recital of the Taylor School of Dancing. She is six years old and is following her mother's footsteps in the theatrical profession. Her older sister, Linda, is attending North Andover High School and is interested in archaeology. She will be a Junior next term.

BARBARA HEIMANN, who recently won a dancing class award at North Andover. Her father, John, is an employee at the Dinsmoor Plant in Lawrence.



LEWISTON PLANT

This month we welcome Simone Albright and Albert Roberge, also Althea Moore who worked for Bird about four years ago. We also give a belated welcome to Glendon Smith, who started with Bird in February.

Gerard Gosselin recently spent two weeks with the Guard at Camp Drum, N. Y.

Bob Houghton and Gerald Hinkley spent a recent week-end at Moosehead Lake. We know that they did catch some fish, as were presented with a nice trophy, which was really delicious. Jerry also spent part of his recent vacation at Moosehead.

We were very sorry to hear that Luc Lapointe is expecting to return to the hospital. She has been doing fine since her ulcer operation, but had a set-back and is to return for more X-rays and tests.

Art Lynch, Shoe Carton salesman, returned from two weeks in Bermuda, spending a nice tan. He said that everything was fine except his golf game.

Helen Lane spent her first week of vacation just resting around home and camp.

Elmo Parker spent a couple of days in Portland, where his wife was attending meeting of the Pythian Sisters.

IN DEFENSE OF COON DOGS

After reading Shreveport's article on a coon dog and the monkey, we, being ardent coon hunters, feel that this article was completely true; however that is beside

t. The husband of one of our employees and trains coon dogs, and he had a dog that was next to human. We were very proud of this dog. The man had many hours with the animal, and he trained to perfection. All he had to do was show him a hide stretching board, and the dog would immediately tree a coon exact size of the board. About three months ago the dog disappeared, and now the truth is out. His wife admits that she is a divorcee in the family, as one day she left the ironing board in the back hall, the dog saw it and took off, and hasn't been since.

The fellow is still very upset, now that the fishing season is here. This same dog once told "Let's go fishing," would im-

mediately rush out in back of the barn and start digging worms.

We hope that this honest representation of the abilities of a good coon dog, will be appreciated by all coon dog lovers.

PERTH AMBOY PLANT

John, Mary Lukko and their daughter, Mary Ellen, visited New England recently. Being true Gilbert and Sullivan fans, of course they attended a performance of "Ruddigore" by the Neponset Choral Society. They were all very pleased with the operetta and agreed that it was as well done as a similar performance put on by the famous English D'Oyly Carte Company in New York City last year.



TOM MORIANI of the Phillipsdale Laboratory explains the fun of stamp collecting to Jacqueline Black, switchboard operator.

Phillipsdale Lab Worker Collects Stamps as Hobby

by THOMAS K. MORANI

(Editor's Note: Last month we reported that Thomas Morani, Phillipsdale Laboratory, had given a talk at the Pawtucket Public Library on paper making as it applies to the manufacture of stamps. This month we have asked him to tell us a bit about his absorbing hobby of stamp collecting.)

I have been collecting stamps for over the fifteen years. My interest in stamps began at the age of fourteen when a friend gave me some stamps and a stamp album.

At one time, I had an extensive world-wide collection, but have since taken it up to specialize on certain subjects. Among these are United

States stamps, Russian stamps, pre-cancels, animals on stamps, plate blocks, United Nations, and Christmas seals and other non-philatelic items. My collecting is limited to The United States, Russia, and animals at the present time.

Helping new collectors and passing on information to those interested in learning more about their stamp hobby gives me great pleasure.

I am presently the vice-president of the Slater Stamp Club of Pawtucket, R. I. and a member of the Lincoln Stamp Club of Framingham, Mass. In the past, I have been a member of the Malden Stamp Club and the Waltham Stamp Club of Malden and Waltham, Mass. respectively. My position allows me to obtain stamps for collectors at reduced prices.



BOOTH at the 1968 Charleston Home Show was manned by Salesman Percy Steele who was happy to show the many visitors the merits of the full line of Bird Building Materials.

THE FLOOD AT GLENWOOD



200 MILLION GALLONS of water are in this 140-foot deep mine in Glenwood, where 15 inches of rain fell in less than 24 hours!



SEVENTEEN DAYS LATER, AND STILL PUMPING. At the Glenwood mine, several pumps, floating on barges, are removing water from the flooded mine at the rate of over 5,000 gallons per minute. The job will take another 14 to 21 days. The men at Glenwood have been working around the clock and by their tremendous efforts had the mine as well as the plant producing by the 17th day.

Salesman Mal Sisson Gets Hole-in-One at Tyngsboro

Bird & Son's 1968 Hole-in-One hero is Malcolm Sisson, salesman in the Norwood Building Materials Division. He made the "club" last month at the Thunderbird Golf Course in Tyngsboro, Mass. He was using a No. 7 iron on the 18th hole, hitting the ball 132 yards. His partner at the time was Robert McCracken of Beacon Sales, in Somerville, our Built Up Roofing distributor in the Boston area. They were both quite in a state of shock over the whole thing.

Here's how it happened. Mal was too far away to see if the ball had gone in, but there were two other players near the 18th hole who saw it happen. The woman player was so excited she actually jumped up and down. When Mal got to the cup he was speechless. He's been playing golf all his life but this was the first time he ever had the thrill of a hole-in-one.



LANDON GARRETT, chief chemist at Bards-town, seems to have found the secret of catching large-mouth bass. Young Patrick can't wait to grow big enough to have his chance at catching another like this beauty. His dad caught six of them recently.

Over 60 Foremen at Safety Conference



ATTENDING SAFETY CONFERENCE at East Walpole were: Fred Geisel, David Harrigan, James Scobie (instructor), Perley Mudgett, Robert Roby (safety manager), Fred Picard, Edmund Westrom, Matthew Naughton, John Walsh, Fred Turco, Roy Walton and Russell Blake.



ANOTHER GROUP attending the Safety Conference included: Richard Carberry, Edward C. John Hayes, Howard White, Robert Roby, Earle Boyden, James Scobie (instructor), Ron Valerio, Charles Chorlton, Nicholas Radzwill, John Wozniak, John Reddick, James Barnes.



THIRD SEGMENT of the recent Safety Conference at East Walpole: Seated: Anthony Montisano, John A. Murphy, Mason Clark, Edward Hardy. Standing: Carroll Homan, Forrest Clark, Charles Rafuse, William Lee, Kenneth Cahill, John MacDonald, Cedric Johnson, Albert Gilmore, Instructor Scobie and Safety Manager Roby.

Summer is the Time to Order Those Spring Bulbs

Chairman Alex MacIntyre announces the Bird Club's annual sale of Spring Flowering Bulbs. Flyers recently went out to all Bird Club members.

While memories of beautiful spring gardens are still in your mind, send for one of the brochures and make your selection of bulbs for YOUR spring garden next year. Orders will be received all summer, says Mr. MacIntyre. But the time to act is now, while you think of it.

Tulips, daffodils, hyacinths, crocus — they are all available in a wide range of bright colors.

Get your brochure and order blank by returning the Bird Club order form to Alex MacIntyre, FX1, or sending him a memo.

Next Spring you'll be glad you did.

A golfer is a guy who can add two plus two and come out with a par-3.

Along The Line

Bird Safety Shield Now Displayed at Waterville

The Waterville Plant now holds the Bird & Son Safety Trophy. On the day that Vice President H. R. Bonnyman presented it to Superintendent William Fahey, May 21st, the plant had worked 1148 calendar days without a lost time accident. Everyone at Waterville is hoping that two or three times that many days will be recorded before the plaque leaves their plant.

Lewiston Almost Won It

When Manchester lost the shield on April 25, after 1884 accident-free days, it was first thought that the shield would go to the Lewiston Plant which had a record of more than 1700 days. But then it was discovered that on April 17, Lewiston had suffered an accident, so next in line came Waterville — and the shield is now proudly on display there.

Sixty-four foremen and supervisors from the East Walpole and Norwood Plants took part in a Safety Conference which ended May 10, 1968 after a series of five meetings. The meetings were held on March 29, April 5, April 12, April 26 and May 10 on the top floor of the old Main Office Building and were conducted by James Scobie, a loss prevention safety engineer from the Arrow Mutual Insurance Company.

The main theme of the conference was accident prevention. In developing the conference and leading it to a logical conclusion, Mr. Scobie pointed out that accidents are either mishaps caused by unsafe acts, or unsafe conditions, or a combination of the two. He said the most effective things to be done to prevent accidents are to recognize and correct these unsafe acts and

unsafe conditions. The class discussion centered around the best ways to do this.

A few of the men were not available when the pictures were taken.

SUGGESTION WINNERS:

Several employees who put their minds to work solving problems in their work areas were on the receiving end of suggestion awards last month. Frank Montisano of the Fibre Plant also received an extra \$25 award for having three money-saving ideas accepted in recent months.

Award winners in May were:

Raymond F. Caswell, FX1M	\$25
Henry Eklund, FBM	25
Frank Montisano, FXG	50
Edward Wisniewski, EMM	25



WATERVILLE PLANT EARNS SAFETY SHIELD. Waterville is now the Bird Plant with the greatest number of accident-free days — 1148. Vice President Bonnyman, right, presents the cover shield to Superintendent William Fahey.

The BIRD REVIEW

Volume 56 No. 7

Published for Bird & Son, inc. employees and their families

July 1968



TESTING FOR TONAL QUALITY. Hundreds of finished cymbals rest on racks in the storage room, aging until ready for shipment. After at least six months of aging, each cymbal is tested illustrated here. Two cymbals may be matched to complement each other; or cymbals may be tested singly to find the best tone according to the specifications in the customer's order.

Marion Smith Saluted on 50th Anniversary

Exactly fifty years of service — that's the record achieved by Marion F. Smith as she retired from Bird & Son at the end of June! She started her first job in Accounting on July 1, 1918, and thus retired last month after completing 50 years to the day. She is the second member of her family to achieve this remarkable 50-year record. In August 1935, her father, James E. Smith, made his 50 years, and then, by working to February 1941,

completed more than 55 years before retiring.

On Thursday, the day before Miss Smith retired, she was the guest of honor at a pleasant ceremony in the Directors' Room. On behalf of the Bird & Son management, President Jenkins congratulated her and presented her with a check for \$500. Others present to offer their congratulations on this remarkable record were Treasurer J. C.

(continued on page 2)



CONGRATULATIONS — AND A CHECK FOR \$500, in recognition of Marion Smith's fifty years service to Bird & Son. President Jenkins presented the check. Present for this happy occasion, offering management's appreciation and congratulations, left to right: Controller William Smith, Treasurer John Rambeau, President Robert Jenkins handing the check to the guest of honor, Vice Manager Lawrence Lindblom, Director of Personnel John Murphy and Assistant Treasurer Bert Anderson.

Zildjian Quality Cymbals Are Shipped in Bird Quality Boxes

Within a half hour drive of the 173-year-old Bird & Son firm, is a small North Quincy company which boasts continuous operation since 1623 — three hundred and forty-five years!

Cymbals manufactured in the modern T-shaped brick building where about 20 men are employed, are shipped all over the world, wherever musicians want



A CYMBAL IS CAREFULLY WRAPPED in protective cushioning material and then sealed in a Bird Corrugated one piece folder.

the best. And many shipments go in Bird Shipping Cases. Of all the unique applications of products made at the E. Walpole Fibre Box Plant, the use of Bird one-piece corrugated folders for shipping cymbals is one of the most interesting. Not long ago the *Review* editor was privileged to visit the plant and record part of the manufacturing process in the pictures shown here.

Avedis Zildjian Company has been producing most of the world's cymbals since the original Avedis discovered, in the early 1600's, a metal-casting formula that has been kept a family secret ever since. Some say the reason it is still a secret is that it is handed down orally, never written, and only to male members of the family!

Only Three Know Formula

The secret combination is known today by three direct descendants of the original Armenian family — Avedis Zildjian who transferred the manufacturing operations to the United States in 1929, and his two sons Armand, production manager and cymbal tester, and Robert, sales manager.

Once the metals have been combined behind locked doors in a room to which only the three Zildjians have admittance, discs of the metal, about the size of a dinner plate, but fatter, are placed in a furnace under extreme heat. When they have reached a rosy-purple hue, workmen remove them with long-handled shovels and pass them through steel rollers under pressure. The process is repeated until each disc has become the approximate size and thickness of a cymbal. The process takes a whole day, during which the discs pass through the rolling mill from fourteen to twenty-five times, depending on the degree of thinness desired.

Next a workman hammers them flat and puts them into a cupshaping machine. From here they are dipped in a vat with a secret solution of herbs, oils, and chemicals, emerging roughly in the shape of a cymbal and for the first time with the customary dull gold cymbal color. After the edges are trimmed, the half-formed discs are set aside for a week of cooling.

(continued on page 3)

\$750 Award to Michael Sadaway

Michael Sadaway of East Walpole Maintenance received a \$750 suggestion award on June 27. Expressing management's appreciation for the excellent idea, President Jenkins presented the check to Mr. Sadaway at special ceremonies in the Director's Room. Also present to congratulate Mike were Treasurer J. C. Rambeau, Vice President G. J. Tooker, Mill Manager B. O. Lehto, Foreman L. Petroni, and Director of Personnel J. J. Murphy.

This is the third time since last December that Mike has been on the receiving end of a large suggestion award. In December he won \$600 for devising a method of salvaging damaged rolls, and in January he was awarded \$100 for the second best suggestion of 1967.

Last month's award was for a new method of removing paper broke from the pit at No. 5 Paper Machine. Broke, as waste paper is called, formerly accumulated in large amounts when the

(continued on page 8)



The BIRD REVIEW

Vol. 56 No. 7

July 1968



Four Others Retire At End of June

Published for the employees of Bird & Son, inc., and their families.
Editorial Office at East Walpole, Mass.

Member of Mass. Industrial Editors' Association and International Council of
Industrial Editors, Inc.

EDGAR M. GROUT, Editor

JOHN J. MURPHY, Adviser

Power Windows Can Be Dangerous

Strangulations and other serious injuries to children and adults as the result of improper use of power windows on passenger cars continue to be cause for concern throughout the country.

Registrar R. E. McLaughlin of Massachusetts joins forces with the National Highway Safety Bureau to warn parents against leaving children unattended in cars with power windows.

Dr. William Haddon, Jr., Director of the Bureau issued the following statement:

"1. Children, left unattended in automobiles, often play with power window switches. The results can be — and have been — death through strangulation, cutting off of or injury to limbs, and other damage to small children. *Do not leave small children unattended in automobiles with power windows.*

"2. Although some current car models are designed so that the power windows cannot be operated when the key is in the 'off' position, most cars do not have this feature. If your car's power windows operate

when the key is off, *have a mechanic or dealer adjust the wiring so that the windows cannot operate unless the ignition switch is on. This is a fairly simple and inexpensive modification.*

"3. In purchasing a new car, ask your dealer whether the power windows can be closed when the key is off. *If they can, have the system adjusted to prevent their being closed when the key is off.*

"4. As with all other motor vehicles, cars with power windows should be left completely locked when not in use. This not only greatly reduces the chances of theft, but also prevents inquisitive children from injuring themselves with power windows, cigarette lighters, and other dangerous equipment, or by releasing the brake.

"Parents must be alerted to the dangers of leaving their children alone in cars with power windows, when the risk exists of playful closing of the window with resulting death or injury to the youngster."

Marion Smith

(continued from page 1)

Rambeau, Assistant Treasurer, J. R. Anderson, Director of Personnel and Industrial Relations J. J. Murphy, Controller W. J. Smith and Office Manager L. M. Lindblom. That same evening, Miss Smith was fêted at a dinner party at the Lafayette House.

Marion Smith has joined a select list of those very few individuals who have worked a half century for this company. The last employee before her to make such a record was William F. Murphy, former foreman of Shipping at the Fibre Box Plant, in February 1967. Prior to this there had been a gap of seven years. Nils Lindequist of the Floor Covering Plant achieved his 50 years of service in October 1960 and John E. Clancy of the Finishing Mill at East Walpole made his half century record in September 1959.

Always in Accounting

Marion Smith started in the Accounts Receivable Department July 1, 1918, and still remembers with gratitude how patient and understanding her first boss, Margaret Downing was. Marion soon became proficient in the work, and in 1921 moved into a comptometer operator's job in Billing. It was in 1930 that she moved again, into Accounts Payable, and soon thereafter was named cashier

for the company, the post she has held so capably for the past 38 years.

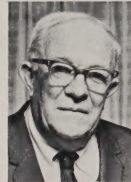
She is a native of Walpole, as were her parents before her. Her father, James Smith, was night foreman in the Paper Mill for many years, achieving 55 years of service before his retirement in 1941. Her mother, Bridget Delaney Smith, is still living at the age of 95, in a nursing home. Marion and her sister, Alice, continue to reside in the comfortable eight-room house which her father built in 1905 at 239 East Street, East Walpole. Once there were five children and the parents living there; now three of the family are married and living elsewhere.

Just a few weeks ago, her Walpole high school class had its 50th reunion, with a pleasant dinner and evening at the Lord Fox. Among those present were Dr. William Lovell, Norwood dentist and Nelson Bartlett, former Bird & Son engineer, now retired and living on the Cape. Retired movie star, Charles Farrell, was also a class member and telephoned from California, since he could not attend in person.

Marion's retirement plans include visiting with friends and perhaps some travel with her cousin, Mrs. Esther Jones of East Walpole. She no longer plays golf, as she did for some years with the Bird Club League, but she enjoys card playing, visiting, movies, and all the activities that keep her in touch with her many friends in and out of Bird & Son.



Ethel Duncan



Carl Johnson

ETHEL D. DUNCAN retired on June 30th after 26 years of continuous service in accounting work. Joining Bird & Son, March 11, 1942, she worked for many years in the Payroll Department. Since 1964 she has been in Corporate Accounting, formerly designated as General Accounting. She also worked in the office in the 1920's.

The payroll function was generally speaking a hand operation when she first joined the department. Many operations were converted to machines, and finally to data processing machinery, during the years between 1942 and 1964. Since her transfer to Corporate Accounting, she has been working as a bookkeeping machine operator and on sundry clerical duties such as reports and cash books.

Ethel makes her home at 81 Rhoades Avenue, East Walpole and will continue to live there in retirement. In the fall, she plans a trip to Ohio, and possibly may visit relatives in Florida next winter.

CARL E. G. JOHNSON retired at the end of June after 43 years on the job at the Fibre Box Plant, most of them as Hooper Press operator. Born in Norwood, he worked at Winslow Bros. & Smith for a short period before joining Bird & Son on July 8, 1925 as a helper in the Corrugated Box Finishing Department.

Harry Tower was his first boss. Arthur Colburn, who later became superintendent, was then assistant foreman. Carl did odd jobs at first, as he recalls it, but soon was assigned to help on the Hooper Press. It was a thrill, when he, still a young man, was asked by Russell Tupper, the superintendent, to take over as operator of Hooper Press No. 25.

A few years later he was promoted again to operate the brand new Hooper — which for some strange reason was numbered 24, one number lower than the press he had operated. This machine had a flap cutter. He had only five days of training from the engineer sent by Hooper to give instructions, and then he was on his own. He continued to run this machine until it was taken off the line in March of this year.

Carl well remembers the elder Mr. Charles Sumner Bird, president of the company when Carl started, who made frequent visits to the mill and stopped to chat with his employees. They became good friends and Carl has many happy memories of those early years.

A good-sized garden and a small grove of apple trees will keep Carl busy this summer at his home on 15 Hartford Street, Norwood. He'll take some time off for his favorite sport of salt water fishing — South Boston, Wollaston,

Hingham or Cape Cod Canal — and expects to catch up on some rest around the house. He and his wife Gladys, have four children and grandchildren. Eleanor (Mrs. Edw. Hickey) lives nearby in Dover with three children; the married son, Aaron, and four children, resides in Plainville.

JOHN J. KEEFE retired from his job as grinder man at the East Walpole Maintenance Department on June 30.

He had a record of nearly 43 years of service.

Starting September 24, 1968, in the No. 1 Shop Shipping Department, he will be a member back in the days of passenger trains.



trolleys in East Walpole and five cream cones and Prohibition. His starting rate was 50¢ an hour, a very good rate in those days.

Working under Foreman Bob Moore, John learned to drive the first electric tractor in the plant. He recalls there were two tractors. One was driven in the morning, and when its battery gave out after four or five hours, he shifted the other tractor while the first went to the recharging room. Back in those days John was one of the regular bowlers in the Bird Club League. Miller Higgins and Bullet White were other members of the team.

In 1949 he transferred to the machine shop and since that time has been operating the grinders which sharpen the slitters and knives throughout the mill.

In retirement John will continue to live at 1316 Washington Street, Norwood. He has no special plans at the moment, except to take a good rest, hoping that the rains of June will give way to lots of sunshine and good weather the rest of the summer.

HERBERT J. DAVIS, design engineer in the Central Engineering Office, retired at the end of June after six years of service.



Mr. Davis graduated from the Massachusetts Institute of Technology School in Boston and then continued his education at the Massachusetts Institute of Technology from Franklin Institute and Lowell Institute. He worked as a draftsman for the different Boston firms before joining Bird & Son in the same capacity March 31, 1952, at the Engineering Department in the Norwood Roofing Plant. He worked first for Nelson Bartlett and later for David Fleming. In January 1964, he transferred to the Central Engineering Department at the Main Office where he has since been employed as a design engineer, working for Leigh Hutchins and now for Homer Fuller.

During the years, he has enjoyed working on assignments at the Charles ton Roofing Plant, at Perth Amboy, at

No. 1 Machine at Norwood Roofing at when it was rebuilt.

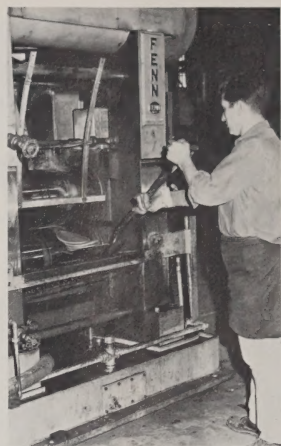
Herbert and his wife Hazel, who live at Raytheon in Norwood, live at Bornwood Drive in Norwood, and have two children, Herbert, Jr. and Anne. Herbert, Jr. lives in Bellham, is married, has three children, is the manager for a Stop & Shop market. Carole Anne is Mrs. Charles Wapson. Her husband is purchaser for Worthington Controls, and a veteran of World War II. They have one child.

Herbert Davis is a former town member in Norwood, and a registered professional engineer in the state of Massachusetts. He is a former member of the Norwood Industrial Board, the Study Committee for the Personnel Board, and also a member of the Norwood Lodge of Elks.

Retirement plans include a trip to Hawaii in October, and trips to other parts of the country in the future.



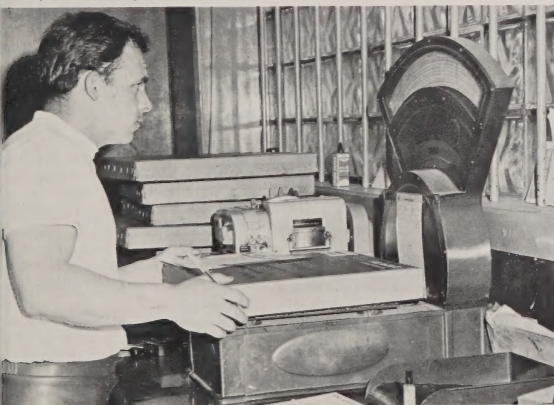
RED HOT METAL DISCS are removed from the furnace at the left and passed on long shovels to the operator of the rolling mill, right.



ONE PASS THROUGH the rolling mill does not make much change in the size of the discs which will eventually become cymbals. After 14 to 25 such passes, the approximate size of the cymbal is achieved.



FINAL SHAPING, CURING AND HAMMERING, the cymbals go through the final process where the operator carefully cuts the familiar striations.



WEIGHING IN. After sealing and addressing, each package is checked for weight and the proper postage affixed. Another frequently-used package, holding several cymbals, is shown in the counter near the shipper's left arm. For large shipments to music stores, various sizes of corrugated cases are used.

Zildjian Cymbals

(continued from page 1)

Every cymbal then goes through at least three sessions of hand-hammering (and what a din that makes!). This painstaking process slowly smooths the metal from the rim of the center cup, outward. When the artisan is satisfied that the cymbal is properly shaped, the instrument is passed along to a lathe for the final finishing. Two skilled operators at their two lathes, set each cymbal whirling rapidly. Then, using special cutting tools, they expertly cut out the familiar shallow striations on the cymbal's surface.

The cymbal is finished, yes, but not ready for shipment. It will be aged for six months before Armand Zildjian, or one of his skilled assistants, with a keen ear, will start testing. In a large storage room near the shipping area are literally thousands of cymbals from 6 inches to 30 inches in diameter — all aging, waiting to be tested and matched. When you listen to the tester, rapidly tapping with a drum stick, you soon discover that each cymbal does indeed have its own special tonal quality. When properly aged and matched with another to make a pair, the sound must be exactly what the purchaser has ordered. Some cymbals, of course, are used singly, and these, too, must be carefully selected according to the specifications in the order.

For the jazz and dance bands there are the hi-hats (two cymbals mounted on a rod, one over the other and crashed together by means of a pedal). Also there are the "ride" cymbals which are tapped or struck hard for special effects in dance bands. Depending on what you want for your band, you can buy bops, crashes, splashes, swishes, crash-rides, flanged hi-hats, and sizzles.

And finally there are the traditional cymbals for marching bands and symphony orchestras, from the small, bright-sounding ones to the tremendous 30 inchers that shimmer so magnificently at the climax of a symphony.

How did this world-renowned cymbal firm happen to settle in Quincy, after three centuries of operation across the sea? It's a long, involved story which has been told in fascinating detail in "The New Yorker" magazine. Briefly, it's like this:

Started in Turkey

The original tiny shop operated in Constantinople for almost three hundred years, after being established by the original Avedis Zildjian. Then, in 1909, one Aram Zildjian took over the business. Aram had become involved in a plot to assassinate the Turkish Sultan and had to flee to Bucharest, setting up another cymbal-making shop there. He did not return to Constantinople until it seemed safe to do so in 1926. Meanwhile, the present Avedis Zildjian, a man now in his seventies, had migrated to the United States and established a successful candy business. Suddenly, in 1928 came the word from Aram in Turkey, "Return to Istanbul and take over the cymbal shop." Avedis in Quincy was the only surviving male relative in the direct line of succession left to receive the secret formula.

Not wanting to leave his candy business, and not too sure of how successful a cymbal business he could build over here, he persuaded Aram to come to him and bring the secret to the new world. This Aram did in 1929. There were bad days for the cymbal business in the depression of the thirties, and during the war, with the unavailability of metal. But then came swing, just in time to fill the sales gap. Avedis saw his opportunity. Through hours of travel and visiting dance bands, he learned just what drummers wanted in a cymbal — and then he returned to his shop to build them.

The business today is a healthy, thriving one, with sons Armand and Robert carrying on. There are some

(continued on page 4)



Susan French
Newton-Wellesley Hosp.
School of Nursing
Mary French
Main Office



William French
Walpole High School
Mary French
Main Office

We Congratulate Our June Graduates

HIGH SCHOOL ★ COLLEGE



Michael O'Toole
Westwood High School
Thomas O'Toole
Norwood Roofing



James David Teutsch
Northwestern State
College of La.
J. D. Teutsch
Shreveport Felt



Lucinda O'Sullivan
Norwood High School
J. V. O'Sullivan
Main Office



Darlene S. Wiggins
Norwood High School
Walter Wiggins
Central Engineering



Jane Knight
University of Mass.
School of Nursing
Paul I. Knight
Main Office



Jean Baranowski
Walpole High School
Benjamin Baranowski
Fibre Box Plant



Patricia Ann Miller
Jones Commercial H. S.
Chicago, Illinois
Leonard Miller
Chicago Office



Janice L. Curran
Norwood High School
Patrick J. Curran
East Walpole Maint.



Donald L. Sloper, Jr.
Xaverian Brothers H.
Westwood, Mass.
Mary Sloper
Neponset Credit Union

TOP OF THE NEWS

MAIN OFFICE

Lucinda O'Sullivan, who graduated from Norwood High School in June, will enter Salve Regina College in Newport, R. I. in September. She is the daughter of Vic O'Sullivan, Shoe Cartons Sales Division.

Paul Pinsonnault of the Building Materials Group Accounting and Sheila LaPierre were married May 18 at St. Stephen's Church in Dodgeville, Mass. After a reception at the Franco-American Hall in North Attleboro they went to Montreal for their honeymoon. Paul and Sheila are now living in North Attleboro.

Walter Wiggins' daughter, Darlene, who graduated from Norwood High School last month, is entering Northeastern University in September.

Donald L. Sloper, Jr., who graduated from Xaverian Brothers High School last month, will enter Lowell Tech in September. His mother, Mary, works at the Credit Union.

On June 27 more than 100 friends gathered at the Lafayette House to honor Marion Smith who retired at the end of June and achieved 50 years of service on the same day. Marion was presented with a beautiful wrist watch, a purse and a money gift. Treasurer Jack Rambeau served as toastmaster. At the head table to offer congratulations and best wishes, with short speeches, were Helena White and Frank Vietze (both retired), Robert Anderson, Lawrence Lindblom and Edgar Groat. Marion Smith responded with a short thank-you speech, saying she was particularly happy to have so many of her former co-workers, who had retired or left the company, present for her party.

We welcome the several students who are working in the office for the summer—Sally Weissent and Kathleen Duncan in Building Materials Group Accounting, Sheila Duffy and Karen Sarapas in Paper Products Group Accounting, Margaret Such in Data Processing, Linda Mellin in Roofing Sales, Nancy Lyons and Louise Peraklis in Stenographic, Joanne Polovich in Purchasing and Robert Powers in Paper Products Group Accounting.

We also welcome the several new permanent people in various office departments

and hope they all enjoy their stay with us. Fibre Box Division Salesman Roy N. Wiggins' son, Douglas, will enter Rensselaer Polytechnic Institute in Troy, N. Y. in September. His picture as a graduate of the Bridgewater-Raynham Regional High School in June appears on the graduates' page.

Congratulations to Raymond Pike and his wife on the birth of their son, Jeffrey Scott, on May 8. Ray works in Building Materials Sales.

Our sympathy to Director of Personnel, John J. Murphy, and to Police Chief and Mrs. James M. Murphy of Norwood. Lance Corporal Richard B. Murphy, son of the police chief and nephew of John Murphy, was killed by enemy gunfire in Vietnam on June 15. A graduate of Norwood High School, he entered Blue Hills Regional Vocational School for a year and then enlisted in the Marines in May of last year. He was 19 years old. A full military funeral was held on Monday, July 1st, with a Solemn High Mass of Requiem at St. Catherine's Church, Norwood.



ANN IANTOSCA was a beautiful bride when she married Harry E. Greenlaw of Norwood on May 26 at a 3 P.M. nuptial mass at St. Timothy's Church. After a wedding trip to Miami Beach, Florida, Ann returned to her job in the Building Materials administrative office. One of her attendants was Cynthia McLaughlin of Building Materials Sales.



Peggy Louise Maricelli
Byrd High School
Shreveport, La.
Harold Maricelli
Shreveport Felt



Johnny Wise
Byrd High School
Shreveport, La.
Jackie Wise
Shreveport Felt



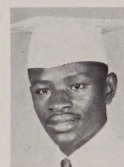
Susan M. Anderson
Oliver Ames High School
North Easton, Mass.
J. Robert Anderson
Main Office



Douglas W. Wiggins
Bridgewater-Raynham
Regional High School
Roy M. Wiggins, Jr.
Fibre Box Sales



Elaine Lindblom
Walpole High School
L. M. Lindblom
Main Office



Charles Lewis
Linear High School
Shreveport, La.
Guster Lewis
Shreveport Roofing



Janet Walker Williams
Northwood High School
Shreveport, La.
George Walker
Shreveport Roofing



Mary-Ellen Hobbs
Northwood High School
Edward J. Hobbs
Main Office

Sally Weissent, who is at Building Materials Group Accounting for the summer, will be entering her Junior year in September at Lake Erie College in Ohio. Kathleen Duncan of the same department enters her sophomore year at Massachusetts Bay Commercial College in Watertown.

A cordial welcome to Roland Ostrom who has joined the Insurance Department, and to David Bayer, cashier.

Herbert Davis was the guest of honor at a retirement party on June 21 at the King Philip Restaurant in Wrentham, attended by about 65 people, including several former employees and equipment suppliers. Bill Wright served as toastmaster. Joining him at the head table to congratulate the guest with short speeches were Ralph Williams, superintendent at Phillipsdale; Nelson Bartlett, retired plant engineer from Norwood Roofing; David Fleming, another retired plant engineer from Norwood Roofing; Roy Walton, assistant superintendent on page 5)

Zildjian Story

(continued from page 3)

15,000 professional dance bands and jazz drummers and percussionists with symphony orchestras, plus no one knows how many amateur cymbalists in school bands, marching bands and local orchestras. It is a big market with virtually no competition, since no manufacturer has been able to equal the Zildjian quality.

There are sons in the next generation to carry on the business when Amand and Robert are through: Amand has one son, Robert, two. It appears that this unique business will continue well into the 21st century—hopefully for many centuries after that—and hopefully, still using Bird corrugated cases for shipments!

CORRECTION

On the page of graduates in the June issue, the father of Eileen Marion Fisher was incorrectly listed. He is Robert Fisher of the Perth Amboy Plant.



MEMBERS of the Tri-Mill Sports Club enjoyed a day of sports and food at their annual party held at City Mills on May 18. Here Rocky Phillips and Joe Eppich are helping out at the grill.

E. WALPOLE FIBRE BOX PLANT

Carl Johnson has retired after 43 years of service with Bird & Son. Carl worked on the No. 4 Hooper Press from the time the machine came into the company until a short time ago when the machine was taken out of operation. Carl has many memories dating back to when Mr. Charles Sumner Bird, Sr. would walk through the plant and personally talk with many of the workers. We all wish him good luck and good health in his retirement.

Ben Baranowski's daughter, Jean, who graduated from Walpole High School in June, will enter Hofstra University in Hempstead, Long Island on a scholarship in September.

George Nieva is resting at home after his recent operation and we hope to see him back soon.

Welcome back to Percy Spiers after several months of recuperation from his operation.

E. WALPOLE SHOE CARTON PLANT

Linda Farris, daughter of Stuart Farris, graduated from Walpole High School in 1968 and excels in foreign languages. She recently received a scholarship award from the Pan-American Society of New England which gives her five weeks of study in Mexico this summer. She leaves August 1 for the Academia Hispano Americana at San Miguel Allende.

She won the award through participation in the Spoken Spanish Contest sponsored by the Pan-American Society at Northeastern University. She was Second Place Winner in the Advanced Spanish or 4th Level. In 1966 she won the Second Level of the Spanish Contest and last year won the Spoken German Contest for the State of Massachusetts.

Ann Walker of the office had a busy time in June when her daughter Joyce graduated from Green Mountain Junior College in Vermont and Beverly graduated from Westwood High School. Beverly will attend UCLA in California in the fall.

It is good to see Alice Pole back to work after her recent illness.

We hear that Bill Grinavic is getting along well after an operation on his hand. Our congratulations to the parents in the Shoe Carton Division who had sons and daughters graduating this year from college or high school.

Martin Saulen, who has been ill, dropped in to see us recently and looks good.

NORWOOD ROOFING PLANT

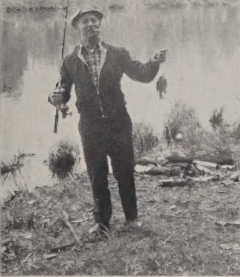
Michael J. O'Toole, Westwood High School graduate, will attend Boston College in the fall. His father is Thomas O'Toole of the Machine Shop.

On his two weeks' vacation Louis DeBaggis took an auto trip around the countryside. He visited his two daughters and four grandchildren in Burlington and North Andover and saw his two granddaughters perform in a ballet festival special. He also found time to spray his orchard and put in a few dozen tomato plants.



LITTLE BOY WITH BIG HAT experiences his first "graduation" — from Nursery School in Holbrook. Laurence Smith, Jr. is the graduate, Laurence Smith, Sr. is the proud dad who is project engineer at the Paper Mill.

(continued on page 6)



Other fishermen had better luck than Bill Grinavic, if the Fish Fry depended on day's catch at the City Mills pond!

OF THE NEWS

(continued from page 4)

lent, Norwood Roofing; and Mr. and Richard Storkfelt (Dick is retired and was electrical foreman at Norwood Roofing). Mrs. Davis was also at the table to share honors with her husband.

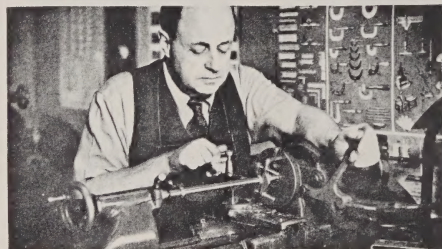
alter Wiggins and George Dusty presented Herb with a complete set of salt fishing equipment as a retirement gift from all his many friends.

ER MILL, MAINTENANCE AND POWER

welcome to the community the family of Bjorn O. Lehto. They now have moved into their new home on Country Drive in Walpole from Leavittown, the family consists of two girls, Lee 16, Ginger 11, and Eric who is 8, together Mom and Dad. We hope the Lehtos be very happy in Walpole and wish many years of good health and happiness in their new home. Bjorn is miller of Paper Mill operations.

ice L. Curran, whose picture appears in graduates' page, became a secretary at Walter Dempsey Insurance Co. of Norwood after graduation from Norwood Senior High School this year. She is the daughter of Patrick J. Curran, Maintenance Department.

congratulations to Ed Powers on receiving his second class engineer's license. Family vacationers include Henry Murphy family camping in New Hampshire Chester Amburskevich vacationing at York City. Martin Bowers has been a patient in the hospital. We wish him a quick recovery as he recuperates at home.



Misuse of machinery causes many injuries and fatalities every year. How much do you know about the safe use of machine tools?

READ THIS FIRST: You are about to teach yourself what to do in a potentially dangerous situation. Strange as it may seem, you will score 100% in this test, even though you may not have known the answers before! This is called "programmed learning" and is a most modern, starting way of learning information and retaining it! Fill in the blank for question #1 and then turn the paper over for the answer. Then go on to question #2 which appears next to the answer for question #1, etc. We won't wish you good luck. You won't need it!

QUESTION

1

BEFORE OPERATING MACHINERY, YOU SHOULD READ THE INSTRUCTIONS CAREFULLY & BECOME FAMILIAR WITH ALL THE _____

turn over

ANSWER TO QUESTION 1: SPEEDS

QUESTION

3

NEVER LEAVE EQUIPMENT _____ WHEN IT IS UNATTENDED

turn over

ANSWER TO QUESTION 4: OFF

QUESTION

5

TO ASSURE SMOOTH, TROUBLE-FREE PERFORMANCE, ALL MACHINERY SHOULD RECEIVE PROPER _____

turn over

ANSWER TO QUESTION 6: TIGHT

QUESTION

7

ALL POWER TOOLS SHOULD BE ADEQUATELY GROUNDED SO THAT ANY SHORT WILL BLOW A FUSE INSTEAD OF GIVING THE OPERATOR A SERIOUS _____

turn over

LONG SERVICE LIST

Name	Year	Dept.	Yrs.
AUGUST			
Edgar W. Ross	8-6-23	Fibre Box Plant	45
Pietro Cisternelli	8-13-23	Paper Mill	45
William V. Matton	8-2-33	Maintenance	35
Frank Montano	8-3-33	Fibre Box Plant	35
Robert M. Knox	8-8-38	Maintenance	30
Leo M. Burns	8-23-48	Maintenance	20
George M. Wise, Jr.	8-3-53	Maintenance	15
Leo S. Giusti	8-4-53	Fibre Box Plant	15
Douglas W. Sylvia	8-4-58	Fibre Box Sales	10
PHILLIPSDALE			
Manuel E. Goulart	8-10-43		25
CHICAGO FELT MILL			
Raymond Rivas	8-4-48		20
SHREVEPORT			
Travis Lee Baker	8-21-53		15
Billy J. Cole	8-22-58		10
Albert R. Sawyer, Jr.	8-1-63	Roofing Sales	5
CHARLESTON			
Malcolm M. MacDonald	8-8-38		30
Tom E. Altman	8-8-58		10
PERTH AMBOY			
Sigurd Svenson	8-23-63		5
Eileen A. Malloy	8-27-63	Office	5
TUBE DIVISION			
Herve Boucher	8-4-43		25
Philip L. Beaulieu	8-1-63		5
BARDSTOWN			
Donald E. Frazier	8-2-33	Gen. Manager	35

Two Pierson Brothers Retire at Phillipsdale



Clarence Pierson



Fred Pierson

Two brothers, who have worked at Phillipsdale for many years, retired together on June 30th: CLARENCE PIERSON, foreman of the Felt Mill, and FRED PIERSON, night foreman.

Clarence Pierson began his Bird & Son career at Phillipsdale on February 13, 1920 — Friday the 13th! He was first a fourth hand, moving up the ladder on the Felt Machine to become machine tender in 1925. In 1941 he became the first Union president at Phillipsdale. When the Board Mill (DIP) was started, he was named its first foreman

in October 1942. During the war years women were employed on this machine, with Clarence their boss. In 1953 he became day foreman of the Felt Mill, the position he held until retirement.

Swede has had many experiences since starting with Bird & Son, but one incident which he remembers best was the 1938 hurricane. The men were busy holding up a side of one of the buildings with 2 x 4's while the other side was being blown down; that day the Boiler Room filled up with water from the Seekonk River.

He has lived in East Providence all his life. He presently lives at 69 James Street with his wife, Mary and daughter, Margaret. He has another daughter, Barbara, who lives in Long Island, New York and a son Darrell who resides in East Providence. There are six grandchildren. All his children have worked for Bird & Son. At the present time Margaret and Darrell are still employed with Bird, Margaret in the office and Darrell on the machines.

He will continue to live in East Providence where, in addition to his wife and daughter, Margaret, he will have the

company of Margaret's dog, Pandi, who is considered one of the family.

Fred Pierson also retired on June 30, 1968, after almost 41 years. Although starting permanently on September 27, 1927, Fred had worked twice before this, three months, early in 1923, then again from August 3 1923 to October 14, 1925.

He worked on all the various jobs on the paper machine becoming machine tender in 1942. He was appointed night foreman in September 1946, the job he held at retirement.

An avid golfer, he has won the Silver Spring Club championship numerous times.

Fred and his wife, Mildred, reside in a new home on Anthony Street in Seekonk, Mass. They have two married daughters, Joan Anthony (works in the Phillipsdale office) living in Riverside and Sandra Weintraub who lives in Seekonk. He is planning on playing plenty of golf when he gets his painting chores done around the house.

A party for both Clarence and Fred was held at the Hearstone Motor Inn in Seekonk on June 20. Many foremen and friends from the community attended, including Vice President Paul Knight, former plant superintendent, and now of the General Office at East Walpole. Both men were presented with sums of money as retirement gifts.

RED HOT RED SOX TICKETS!

If you want to see your favorite ball club — the Red Sox, of course — at special Bird Club prices, get your order in now.

Paul Pinsonnault, chairman, has obtained a limited number of box seats for the Detroit Tigers game on August 16th at 7:30 P.M. Tickets for the game late in June went real fast, so don't wait 'til the last minute. The deadline is July 31st.

Prices — \$2.50 to Bird Club members only.

\$3.50 to guests (regular box seat prices).

The supply is limited. Orders will be handled on a first come, first served basis.



RECENTLY MARRIED. Harvey Janette Walker became the bride of Louie O. Williams at a pretty ceremony in the Blanchard, La., Baptist Church. Her father, George Walker, is foreman at the Shreveport Plant. Two days prior to the wedding, Jeanette had graduated from Northwood High School.

TOP OF THE NEWS

(continued from page 5)

We welcome Dianne Flynn to the new staff and hope she will like her new work.

Richard Gorman took auto trips covering most of the New England states during his two weeks' vacation.

CHICAGO ROOFING PLANT

We welcome a new sales representative in Kentucky, Karl E. Eggenpiller. He started with us in May and spent a week at the office for orientation and presentation before going out into his new territory. He is married and has three fine children, 5, Kathy 4, and Julie 2. Karl is a native Kentucky and has had outside sales experience, most recently having operated his own business for seven years. He is an sports enthusiast. May he have a long and successful career with Bird & Son!

We are also happy to welcome Gene Zemla and Kathy Ryan to our office for the summer. Gerry will be a sophomore at the University of Illinois, Circle Campus in Chicago where she is an English Major. Kathy will return to the University of Illinois, Urbana, Illinois as a sophomore where she is a history major. Both plan on teaching careers. Gerry is in training at the switchboard and Kathy is helping out in the Billing Department. Kathy is the daughter of Dick Ryan, one of our former employees who was in the Planning Department.

We also have three young men returning for the summer in the Mill. They are, Ward Zeimet, Elmo Hickingbottom and Charlie Thompson. These three college students are returning for their second summer with Bird & Son.

Marie Case, who works in Purchasing, became a grandmother again when her daughter Diane gave birth to a little girl on June 14, 1968. The baby's name is Jennifer Marie and she weighed in at 7 pounds 6 ounces, in the Little Company of Mary Hospital. Marie has two other grandchildren, both girls, from her son Mike and his wife. Most of us here in the office know Diane, so we were "infanticiding" with Marie and her family.

Carol Cox, a sales correspondent, took advantage of the long Memorial Day weekend to fly, with her girl friend, to New York. They did a lot of sightseeing, including the Bowery, Statue of Liberty, Greenwich Village and the like. They also saw the play, "A Girl In My Soup" and to see Bobby Vinton at the Latin Quarter and topped off the visit watching the 100th running of the Belmont Stakes. Carol says the weather was beautiful, except for the day they were leaving New York, and her girl friend enjoyed the trip very much.

Harry Noetzel, who graduated this summer from Brother Rice High School in Chicago, is working in our Traffic and Shipping Departments for the summer. He will attend Sacred Heart College in Wichita, Kansas in the fall where he wants major in Psychology.

We were saddened by the death of Lt. Corporal Thomas L. Miller, 19, son of Mr. & Mrs. Leonard Miller, who was killed while on patrol near Quang Nam Corp. Miller had previously been awarded two Purple Heart medals for combat wounds. Tom was the only son of Mr. & Mrs. Miller of our Planning Department. Our deepest sympathy to the family.

Yvon Roustan, our Chemist, was called home to Nicaragua for the illness of his father. We received a card from Yvon. Fortunately, everything is all right and he is taking his vacation at this time to acquire his family with his new daughter who was born here a few months ago.

Ray Gusick, No. 6 foreman, and his wife Eva took a week's vacation and drove to see their oldest son Ray's new home in Portage, Michigan. They stayed in Portage for a few days and then they were off to Bardstown, Kentucky. Ray said he and his wife thoroughly enjoyed this trip for reunited them with their friends Mr. & Mrs. Ray.

(continued on page 7)



Additional information about machinery

Machine and other power tools can cause grave injuries when improperly handled. For safe operation keep these hints in mind.

ALWAYS use guards and sweeps to keep hands from being crushed by power presses.

ALWAYS use safety catches to keep rams from dropping when setting up.

NEVER neglect burns or injuries no matter how slight.

ANSWER TO QUESTION 1: PARTS

2 YOU SHOULD NEVER OPERATE MACHINERY AT _____ IN EXCESS OF MANUFACTURER'S RECOMMENDATIONS.

turn over

ANSWER TO QUESTION 3: RUNNING

4 WHEN MAKING ADJUSTMENTS, ALWAYS TURN _____ THE POWER.

turn over

ANSWER TO QUESTION 5: MAINTENANCE

6 WEAR THE PROPER CLOTHING FOR THE PARTICULAR TYPE OF MACHINE YOU'RE OPERATING: CLOTHING THAT IS THICK ENOUGH TO PROVIDE PROTECTION, AND _____ ENOUGH SO IT WON'T GET CAUGHT ON A MOVING PART.

turn over

ANSWER TO QUESTION 7: SHOCK

Plant Being Built Dinsmore Production

and Son, inc. has started construction of a new plant in the Lawrence Industrial Park to house the new Tube Plant operations.

The 45,800 square foot building will be a two-story, of concrete construction, with Bird Vinyl Siding on the office and Bird Vinyl Rain Carrying on the production.

The new tube production, now carried on in several rooms and on several floors of an old building, will be laid out for the most efficient continuous production all on a single floor. A large loading area is also planned as well as modern office and adequate parking for 60 cars.

The new building is being constructed by Bird and Son by the Greater Lawrence Business Development Corporation and should be ready for occupancy by the fall.

OF THE NEWS

(continued from page 6)

Donald Frazier and their son, Don. They were treated to the grand tour of the new vinyl plant and spent many happy hours talking over old times. The Gussicks were lucky with the weather. It only rained a bit on their way back to Chicago. They were quite impressed with the Birds' plant and told us all how beautiful it is.

TON PLANT

Next month we welcome Thomas Deson, former employee James, and John Johnson.

We are also happy to see Margaret Gillis take over while some of the operators are on vacation.

We hope that Ralph Maxim will be with us when this comes to print. He recently suffered a nasty fall. Thanks to bones were broken, but he has an X-ray.

We also hope that Jim Wright will be with us when this comes to print.

We wish the best of luck to Janet Canfield, office clerk, who is leaving Bird to start a family.

We welcome Jeannine LaJoie, former who is breaking in as office clerk to Constance Morin, who is replacing Annie on the packing line.

When the time comes to print, everyone should be all rested up from our recent vacation.



WEDDING. Johnnie B. Robinson and Eloise Temple, the former Eloise Temple, are shown at the wedding of White's Temple — Church of Christ in Shreveport. They were married on June 22. Johnnie has worked for the last ten years at the Shreveport Plastic Cement Department.



SIXTY-FIVE POUND CATFISH caught by Joe Humphrey of Shreveport. The fish was so big and last night he didn't give us much fight as a 10-pounder would have.

MANCHESTER PLANT

Congratulations and Good Luck to Arline St. Onge of the Manchester office who left our employ to become Mrs. James Rosenkrantz on June 29th.

Louise Dionne of the Set-Up Department was a proud grandmother the week of June 24th when daughter, Evelyn and son-in-law Francis Gamlin and grandson Stephen were visiting on their vacation. Louise and her family will be spending her vacation at their camp at Daniels Lake.

We all wish Eddie Lussier a speedy recovery. He is already out of the hospital and we hope he will soon be back to work.

Bill Rich, who is recovering nicely from an unfortunate industrial accident, is heading for Alabama with his family, on vacation.

Larry Johannon and wife, Bea and daughter, Jennifer are heading for Miami, Florida, and a few days down on the Florida Keys.

Ernie Panetton and his family will spend their vacation on camping trips.

Terry Williams hopes to spend a day at the beach; we hope he picks a day when the weather is good.

SHREVEPORT PLANT

The Blanchard Baptist Church was the scene of the recent wedding of Miss Harvey Janette Walker, daughter of Mr. and Mrs. George Walker, (he is a roofing foreman) and Louise O. Williams, also of Blanchard, Louisiana. Among her attendants were her two sisters, Dickie Sue, candle lighter and Lily Walker maid of honor.

Janette had been a very busy young lady this spring as she had just graduated from Northwoods High School two days prior to the wedding.

The couple are making their home in Shreveport, following a wedding trip to Hot Springs, Arkansas.

Kent Colvin returned from a business trip recently with both eyes black, his cheek swollen and bruised, his nose a bright red and puffed up and he said that he was sore all over. He states that this was not the usual story of, "I ran into a door in the dark," but that he was awakened in his motel room to find a burglar with his hand in Kent's pants pocket! Without thinking about the danger of a weapon the man might be carrying, Kent leaped on the intruder's back and from the story, we gather they kept each other "entertained" for quite some time. He said that when the man urged, "Let me out of here!", he was very anxious for him to GET out. When Mrs. Colvin saw Kent's swelled big toe and bruised instep where the burglar had stepped on them she asked, "Kent, why didn't you have your shoes on?"

Johnny Wise, who graduated from Byrd High School this year will enter L.S.U. in Shreveport this fall to study engineering. He is the son of Jackie Wise of the Felt Mill.

Another Byrd High School graduate who will enter L.S.U. in September is Peggy

Louise Maricelli, daughter of Harold Maricelli, fireman in the Boiler Room.

James D. Teutsch has just graduated from Northwestern State College of Louisiana at Natchitoches. He received a degree in Business and in the fall plans to return to work on his Master's degree. His father is Felt Mill Foreman J. D. Teutsch.

After the Lewiston Plant's story "In Defense Of Coon Dogs" topped our coon-dog story, Shreveport reporter, Jackie Tipton, had to search new fields to stay in the competition. He feels that the picture on this page is a good entry for any contest. Joe Humphrey, Felt Mill tractor operator, caught this 65-pound catfish on a trot line in Red River near Plain Dealing.

A Folk Musical entitled "Good News" presented by teenage members of the Youth Choir of First Baptist Church has been enjoyed by a number of church groups in Shreveport. One of the leading members of the cast is Randy Colvin, son of Kent Colvin. The musical has been given twice at First Baptist Church, First Methodist Church, First Baptist Church in Vivian and in August the group will visit Hemifair and give the rendition in the Southern Baptist Exhibit Building and also Trinity Baptist Church in San Antonio.

Frank, Mary and Linda Markham took a jet to New York to see Scott, Jr. They reported everything just perfect; never has anyone been friendlier than the New Yorkers, cab drivers, doormen, transit system riders and employees; they had to be helpful or the Markhams would have stayed "lost."

They took the Circle Line boat trip around Manhattan, down the Hudson to the Statue of Liberty, around Battery Park, under Brooklyn Bridge, into East River past Welfare Island into Harlem River and back down the Hudson. They lunched at the Copier Club at the top of the Pan Am Building (60 flights up) fantastic view, visited Wall Street, Stock Exchange, Metropolitan Museum in Central Park, Green-

Withholding Increased For Federal Surtax

It's official. Congress has voted and the President has signed the bill providing for a 10% surcharge tax on all income taxes, from April 1, 1968 through June 30, 1969.

Deductions for this tax will be made from your paycheck on wages paid on or after July 15, 1968.

A surtax is a tax on a tax. In 1968, since only three-quarters of the year is included, it amounts to an increase of 7.5%.

For instance, suppose, for easy figuring, that your total income tax for 1968 is \$100. The new surcharge tax this year would be \$7.50. Next year, for the first six months it would be \$5.00. If your tax load is \$1,000, your surcharge tax would be \$75.00 this year.

New withholding tables have been set up to reflect this increase, but since the tax is being withheld only from mid-July to the end of the year, in most instances, not enough tax will be deducted to cover the full nine months, April through December. If your taxes are over \$500 annually, you may want to set aside some extra money in a savings account to cover your remaining tax bill next Spring.

Contributors

Reporters contributing to this issue include: Frances Smith, Joanna Smith, Harriet Sutherland, Milton Gardner, Julia Lewis, Alfred Breen, Catherine Brady, William Ford, Ted Pierce, Mary Driscoll, Helen Lane, Beatrice Tyrrell, Geri Engberg, Lucille Sullins, Frank Markham, Kent Colvin, Jackie Tipton, Raymond Pearce, Rocco Phillips, Joseph Geehan.

wich Village, Chinatown and the Bowery. Saw two long run musicals — "Cabaret" and "Man of La Mancha." Went in St. Patrick's Cathedral and Cathedral of St. John the Divine.

They walked through Fort Tryon Park and The Cloisters which is an unusual building and includes parts of medieval monasteries and chapels brought from Europe and rebuilt, stone by stone. Here is another marvelous view of the Hudson River. Eat a steak at Rainbow Grill, Rockefeller Plaza, while Duke Ellington played some of their old favorites like "Mood Indigo." This view at night from 65 stories will always be remembered. Tony Bennett came by from his show at the Copacabana. Enjoyed the "Rockettes," City Hall, United Nations tour and the helicopter hop from Kennedy to LaGuardia . . . "Viva, New York!"

Recent Deaths

E. William Sundquist

E. WILLIAM SUNDQUIST, composer at the former Printing Department from 1936 to 1954, died on June 20 at the Norwood Hospital at the age of 79.

Joining Bird & Son as a carpenter during the construction of the Roofing Granule Plant in March 1934, he moved into the Printing Department two years later and remained to his retirement at the end of December 1954.

Funeral services were held on June 22 at the Emmanuel Lutheran Church, Norwood. He is survived by his wife, Hulda; three sons, Carl of Wrentham, Vermer of Walpole and Harold of Norwood; and a brother and a sister.

Mary A. Concannon

MARY A. CONCANNON, 74, of 57 Highland Street, Norwood, died at the Norwood Hospital on June 20.

A former sales correspondent in the Floor Covering Sales Department, she retired in March 1961. Her employment with the company commenced on June 7, 1921, in the Roofing Sales Department. She transferred to Floor Covering Sales in 1925 as a clerk typist and was a sales correspondent from 1951.

Funeral services were held on June 24 with a solemn high mass of requiem at St. Catherine's Church, Norwood. Surviving her are a brother, James, of Seattle, Washington; and two sisters, Mrs. Nora Foley of Norwood and Mrs. John McGowan of Portland, Maine.

Mary E. Bannon

MARY E. BANNON, 60, supervisor of billing in Paper Products Group Accounting, died on June 28 after a short illness. She lived at 1257 Main St. Walpole.

A Bird & Son employee since September 21, 1925, she was for many years head of the Billing Department. When the two Group Accounting departments were set up in January 1968, she was made supervisor of billing in the Paper Products section.

She was a member of the Bird Club and for many years a good bowler in the Girls' League. She was a very sociable person and a pleasure to be with at office gatherings and retirement parties.

She is survived by two brothers, Martin R. of Wrentham and Edward F. of Walpole. Funeral services were held on July 1 with a requiem high mass at the Blessed Sacrament Church.



SEVEN HUNDRED AND FIFTY DOLLARS is the amount of the check being presented here to Michael Sadaway by President R. F. Jenkins, for Mike's excellent suggestion, "New Method of Removing Broke from No. 5 Machine Pit." Offering their congratulations are, left to right: Vice President George Tooker, General Foreman Lili Petroni, Treasurer John Rambeau, Director of Personnel John Murphy, Mill Manager Bjorn Lehto.

Sadaway Award

(continued from page 1)

machine was being started up, or when the paper broke as it was travelling through the drying section of the machine. This used to be removed by hand, requiring many hours of heavy work. Mr. Sadaway's suggestion uses a rope and a winch to pull piles of paper through the pit to a spot near the beater. This is a much easier and more efficient method.

Regular awards paid in June were as follows:

Raymond E. Hamm, FXR	\$25
Gilbert Lefebvre, FXR	25
Felix Uorka, FBW	25
Walter E. Downs, EMM	5
Leslie E. Fortier, DMP3	5

Nat. Home Improvement Council Elects P. C. Johnson to Board of Directors

The National Home Improvement Council, representing the home remodeling industry, has elected Group Vice President Philip C. Johnson to its national Board of Directors. Bird & Son is a sustaining member of the Council.

The organization is an outgrowth of a one-year endeavor back in 1956 to promote the idea of improving homes, to the American public. Today its membership includes manufacturers, contractors, builders, lumber dealers, lending institutions, the press and other leading associations working together to promote the full growth and potential of the remodeling industry. The Council coordinates home improvement programs, expands markets for suppliers, creates more opportunities for lenders, stimulates the growth and profits of small businesses, disseminates home improvement information, and encourages homeowners to invest in maintaining and improving their dwellings.

The remodeling industry in 1967 was nearly a 12 billion business — up about \$4 billion in volume in the last 10 years, and with a growth potential that some economists predict will surpass new home building in dollar sales within the next several years.

R. A. Moore, Carton Sales, Quarter Century of Service

On June 21, 1968 ROBERT A. MOORE, Shoe Carton salesman, reached his 25th milestone with Bird & Son.

After graduation from the University of Idaho and the Harvard Business School, and a few years selling other lines, he joined the Wood Frame Box Department as a correspondent, and later, salesman, in 1943. In 1946 he transferred to the Shoe Carton Sales Division where he has been the representative in the ten southeastern states with his home in York, Pennsylvania. At the time Bob started Arthur Claffee was sales manager in charge of both Fibre Box and Shoe Carton sales. Twenty-five years of successful selling speak for themselves — twenty-two of them in the same territory. Bob, who has a sense of humor, describes his Shoe Carton success this way: "One day, while bent over the Rockingham race sheet, I felt a tap on my

shoulder. It was Mr. Claffee. He said that he wanted me to open up that vast southeastern waste land and bring it to fruition as soon as possible. I did." "My work has always been of keen interest and an hourly challenge," Bob adds.

Golf and gardening are his interests off the job. He belongs to a local golf club and a local committee of the Republican Club. In the past he has been a member of the Harvard Club, the University Club and various P.T.A. organizations and other groups in which his children were interested.

Bob and Eleanor Moore have two children, both married, Robert C. and Marilyn (Mrs. Carlos Medrano). There are two grandchildren. Retirement time is not far away for Bob and he is looking forward to taking life easy after the 31st of October.

Three Big Attractions For Bird Club Members

For your pleasure and summer entertainment, Special Activities Chairman Joe Geehan announces three events at special prices at the Carousel Theatre in Framingham for Bird Club members:

The Danny Kaye Show — August 1st.

"This Was Burlesque," starring Ann Corio — August 8th.

"The Music Man," starring J. Raitt — August 15th.

Notices will soon be in the newspapers giving prices and full particulars. Be sure to return your slips promptly to observe the deadlines: for Danny Kaye, July 26; for Ann Corio, August 2; and for the Music Man, August 9th.

BIRD CLUB GOLF — 1968 SWINGERS



June Golf Matches Almost Totally Rained Out

One of the wettest Junes in Walpole's history has put the hex on Wednesday night golf matches. Only one match has been played since our last report. So the first half of the season ended on June 19 with only 6 matches instead of 8, and no tournament play. But Chairman Ray

Bearce has consulted his almanac and hopes for much better weather when the second half of the season resumes July 10.

The standing for the first half:

	Won	Lost
Team Captain	74½	69½
Percy Spiers	72½	71½
James Barnes	70½	73½
Romeo Valerio	70½	73½
Harry Cady	70½	73½



THE BEAUTIFUL BRIDE is Mrs. Richard Amber, the former Lynne DeLutis, daughter of Guido and Janice DeLutis. Janice, who works in the office of the Paper Mill, made the bride's gown and headpiece. It was an April wedding at St. Mary's Church, East Walpole. Lynne works at Bird Machine Company and her husband at the Foxboro Company. They honeymooned was spent at Miami Beach; they now live in North Middleboro.

The BIRD REVIEW

Volume 56 No. 8

Published for Bird & Son, inc. employees and their families

August 1968

Bird & Son Buying Roofing Plants On West Coast

The following notice was posted on company bulletin boards early on August 2, at the same time that President R. F. Jenkins announced the news executives and managers at a meeting at the Main Office.

To All BIRD Employees —

We are very proud to announce that effective today, August 1st, your Company has reached agreement to purchase the physical assets, inventories and Accounts Receivable of the Pabco Roofing Division of the Fibreboard Corporation, San Francisco, California. This is a move of great importance to you and your Company because through this acquisition BIRD becomes a nationwide manufacturer, with production and marketing and distribution facilities throughout all fifty of the United States.

The Pabco Roofing Division has manufactured Asphalt Roofing Products for many years on the West Coast, their Roofing Mills located in Portland, Oregon and in Martinez and Wilmington, California. A Dry Felt Mill is located in Portland, Oregon and a Roofing Granule Mill in Fair Oaks, California.

The Pabco reputation for quality and service closely approximates our own and their products are widely known on the West Coast. Their organization is most competent and they should make a very valuable addition and contribution to our Company. We can be proud that we are now able to say that we are one of the largest manufacturers of Asphalt Roofing Products in the world, with production facilities second to none in the Industry.

Sincerely,

Robert F. Jenkins
President

At the meeting with the managers, Jenkins and Vice President P. C. Johnson stated that the final transfer of the properties would take place in September and that, as early as possible in that month, Bird & Son would be operating the three plants. The Wilmington Plant, with a 48" machine, was built in 1956; the Martinez Plant, also with a 48" machine, in 1952, and the Portland, Oregon Plant,



DINSMOOR WINNER. Charles H. Tompkins of the Lawrence Tube Plant receives a check for \$375.00 and the congratulations of top management for his suggestion which improved loading of cores. President Jenkins, who has just presented the check, is shaking Tompkins' hand. Others, left to right, are: Vice President George Tooker, Production Manager Chris Corbett, Treasurer J. C. Rambeau, Director of Personnel J. J. Murphy.

with a 36" machine, has been in operation for many years. All plants are in excellent condition. The present excellent management and operating personnel will be retained; this will enable Bird & Son to make the change smoothly, and with the knowledge that the high quality of the products and the efficiency of the operation can be continued without interruption. For the present, the same products will continue to be manufactured under the Pabco label.

The whole West Coast operation will be roughly the equivalent of one of our larger Building Materials divisions, with a total employment of about 300. A small West Coast administrative office will be established in the San Francisco area. Mr. Ralph Heim, who has been with Pabco nine years, is the general manager.

Earl Boyden Named General Foreman at East Walpole Fibre Box Plant

Romeo Valerio Takes Over Boyden's Former Duties

On July 15th, Vice President Harold R. Bonnyman announced the appointment of Earl O. Boyden as general foreman at the Fibre Box Plant and Romeo Valerio as foreman of the two top floors of the building (FXF).

Earl Boyden's promotion came to him just 15 days before his 40th Bird & Son anniversary. He started July 30, 1928 as a hand stamper in the Solid

(continued on page 2)

Warren H. Bickford Is Sales Manager of Plastic Products Division



Warren Bickford

Warren H. Bickford of Rockford, Illinois, joined Bird & Son, inc. on July 15, 1968 as sales manager of the Plastic Products Division, with headquarters at Bardstown, Kentucky. In making the announcement, Vice President P. C. Johnson stated that Mr. Bickford will direct and coordinate all sales programs and activities in the solid vinyl building materials line.

Mr. Bickford is a graduate of the University of Maine, class of 1943, with a degree in Chemical Engineering. He has had wide sales, marketing and managerial experience in plastics, in the firms of Koppers Company, Inc., The Gilman Brothers Company, and Apache Foam Products Department, Air Products & Chemicals, Inc.

He and his wife, Barbara will soon be moving to Bardstown from Rockford. They have three sons; Stephen, who graduated with honors from Bowdoin College in June; David who attends the University of Dubuque, Iowa; and John, who is in high school.

(continued on page 2)

C. H. Tompkins Wins \$375 Award for Fine Suggestion

Charles H. Tompkins has become the second Dinsmoor man to win a large special award during the past year. On July 19 Production Manager Chris Corbett brought him to the Director's Room at East Walpole to receive a check for \$375.00 and the congratulations of top management.

President Robert F. Jenkins presented the award, stating that good money-saving suggestions help make all jobs within the company more secure. Good ideas, he said, are not the province of just the foremen, the superintendents and the engineers. The men who work on the machines are in an excellent position to see where improvements can be made. When they come up with a good idea like this one, management is pleased to pay well for it.

Tompkins' suggestion, "Carton Improvements for Recut Cores," provides a better method of loading cores into shipping cases, making the operation faster and more efficient. He is a recur lead man at the Lawrence Tube Plant and has been with the Dinsmoor operation since December 1949. Last August, Joseph Annanovich of the same Lawrence Plant received a large suggestion check for an improvement to the Adhesive Coating Machine, and Tompkins now becomes the plant's second winner of a large suggestion award.

Other suggestion awards paid in July were:

Wayne Bewley, FV	\$25
Charles A. Tompkins, Dinsmoor Tube Plant	25
John L. Mayer, FV	5
Joseph J. McGrath, W. J. Hill Div.	5

Get Tuition Aid Applications in Early

Planning on evening study this Fall?

Remember to get your application in at least three weeks in advance, if you want to be paid under the Tuition Aid program.

Applications for approval of each course must be received by Bird & Son prior to the start of the course. To make certain of this, the instructions state that applications should be filed three weeks in advance. See notice now on the bulletin boards.

(continued on page 2)



The BIRD REVIEW

Vol. 56 No. 8

August 1968

mi
ed

Published for the employees of Bird & Son, inc., and their families.

Editorial Office at East Walpole, Mass.

Member of Mass. Industrial Editors' Association and International Council of Industrial Editors, Inc.

EDGAR M. GROUT, Editor

JOHN J. MURPHY, Adviser

Boyden and Valerio

(continued from page 1)

Fibre Finishing Department. Serving at various times as machine operator and as clerk, he was named assistant foreman in 1941 and in September 1942 became foreman of FXF. Over the years the work in the department changed greatly. As solid fibre business declined, production of corrugated cases expanded and some of this production was assigned to Mr. Boyden and his crews. New machines added in recent years include the Saran Curtain Coater and the Bobst Die Cutter with automatic breakout section. Mr. Boyden's forty years of experience in all phases of fibre box production make him well qualified for his new position.

In a memorandum explaining the new operating procedures, Vice President Bonnyman stated that the general foreman's primary duties and responsibilities will include the supervision of all the Box Shop foremen and the coordination of manufacturing and shipping departments so as to maintain the schedules planned by the Production Control Department. Mr. Boyden will also supervise the Maintenance Section of the plant and will assist Superintendent C. H. Porter in general manufacturing supervision for efficient operations and improved customer service.

Earle and Jessie Boyden live at 87 Circle Drive, Wrentham. Their married daughter, Priscilla Tsarides lives nearby in Norfolk; there are three grandchildren, two girls and a boy.

Twenty-nine Years of Service

Romeo Valerio takes over the position of FXF foreman, made vacant by Mr. Boyden's appointment. His Bird & Son service goes back to July 18, 1939 when he started as elevator helper in the Combiner Room. Later he moved

to the Wood Frame Department as service man. From 1943 to 1946 he was a flight officer in the Army Air Force at the base in Roswell, New Mexico.

In 1954 he completed night studies at Lincoln Institute and received an associate degree in Mechanical Engineering. And on June 7th that same year, he transferred to the new sheet plant at New Britain, Connecticut, as foreman. Nine years later, in 1963 he became superintendent at New Britain, serving in that capacity until the plant closed in October 1964. He then returned to the Fibre Box Plant at East Walpole in a supervisory capacity and in February 1965 was made a foreman in the Corrugated Case Finishing Department (FXG).

Romeo and his wife Connie live with their three children at 37 Alton Street in Walpole. Ronald, just out of the Navy, is a welder; Joanne, who has attended Boston State College is presently working at the Main Office; and Michael enters the 7th grade at the East Junior High School in September.



"I'm going out and do some work in the field."

Charleston Manufacturers Honor Crew of Scorpion

Twenty-two Charleston, S.C. area manufacturing plants honored the crew of the Navy submarine Scorpion by flying their flags at half mast from July 5 to July 11. Southeastern Manager A. K. Powers of the Bird Charleston Plant was chairman of the committee representing the manufacturers.

The Scorpion was last heard from on May 21 when she reported her position 365 miles south southwest of the Azores. With a crew of 99 she was en route to Norfolk, Virginia after a tour of duty in the Mediterranean.

(continued on page 6)



ON BEHALF OF ALL Chicago employees, General Manager T. E. Downey congratulates Len Edwards who celebrated his 25th anniversary on July 23, 1968. His friends wish him many years of good health and service.

Len Edwards Celebrates 25 Years at Chicago

On July 23, 1943, Len Edwards started to work for Bird & Son at the Chicago Plant in the Asphalt Department. He has spent all of his years in this department and has held all the jobs in the department at one time or another, until recently when the Chicago Plant stopped the blowing of asphalt.

He now works under the same foreman but with the Slate Handling Department and still handles the work remaining in the stills area of the plant.

Lennie lives on the south side of Chicago with his family. He is a very avid fisherman and always has been. It is not unusual for him to drive miles to his favorite fishing spots and return in time to be at work on his next shift.

TOP OF THE NEWS

MAIN OFFICE

James McDermott attended Quartermaster School in Yorktown, Virginia, for two weeks with the Coast Guard Reserve.

Paul Pinsonnault spent two weeks at Camp Drum in New York with the Army Reserve. Jim and Paul are both accountants in Building Materials Group Accounting.

In listing the Bird & Son employees last month who had achieved fifty years of active service in recent years, we inadvertently omitted the name of Helena White. She completed a half century of service at the Main Office on May 8, 1963. She sat at the head table and was a speaker at the party in June 1968 for Marion Smith.

Our sympathy to Anne Nevins and Agnes Weir in the recent death of their father, Michael Novick, who worked at the Paper Mill 34 years until his retirement in 1950.

Over fifty friends of Ebel Duncan gathered at the King Philip club on July 17 to congratulate her on her twenty-six years of service and wish her well in retirement. Master of ceremonies was William Shaw, and at the head table as speakers bringing greetings from all her friends were Frank Vietze (recently retired), Edward Hobbs for whom Ebel worked many years in the Payroll Department, and Joseph Zilfi, her boss at the time of her retirement.

A corsage and waller well lined with money was presented to her. She responded with appropriate remarks and was obviously very much pleased with the gifts and with her party. Several who had worked with her in past years and who are now retired were in attendance, and also present were Violet Wickham, a close friend; and her relatives Mr. and Mrs. Arthur Wentworth and Mr. and Mrs. Murray Howard.

Our sympathy to Anne Lindsay and

Bickford

(continued from page 1)

When living in Norwich, Conn. his years with The Gilman Brothers Company, Mr. Bickford was president of the Norwich Area Council Churches and a member of the Norwich Manufacturers' Association.

On the same day he announced Bickford's appointment, Mr. Johnson also announced that the official name of the newest division of the Building Materials Group would be the Plastics Products Division. All functions involving the conversion, manufacture and use of plastics in Building Materials will be included in the activities of this Division.

Tuition Aid

(continued from page 1)

Tuition Aid, introduced a year ago, will pay up to \$250 in any calendar year for approved courses of study taken by full time Bird & Son employees. When the course ends, the student presents a receipted bill and certificate of completion from the school, together with a formal request for refund.

The requests for approval and refund are both processed through the foreman or department head, who is a supply of the necessary forms.

During the past 11 months, to July 31st, nearly 55 employees have had applications for tuition aid approved and most of them, except a few who have courses are still running through the summer, have received their refund. Courses approved have included various subjects required for degrees in Accounting and Business Administration, and special subjects such as finance, engineering, wiring distribution and engineering statistics.

CLAM BAKE

August 25

See Page 5

Mary French in the death of their father, Samuel Lindsay, last month.

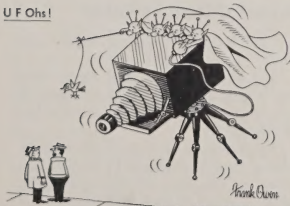
Harriet Sutherland and her family spent a week at the Bass River Trailer Park in South Yarmouth.

Rod Ostrom of the Insurance Department went to Alaska and back, and attended two weddings — all in two weeks and one day! First he flew to meet his family, who live in Minneapolis, then he drove straight through to Seattle (three hours), and then flew to Anchorage, Alaska (three hours), to attend the wedding of his sister, who is a student at Alaska Methodist University.

Then, reversing the process, the family hurried back to Minneapolis for the marriage of another sister who had just graduated from St. Cloud State College.

Rod liked Alaska and would like to go back again — in the summer. When he was there, they were having eighteen hours of daylight; sunset was at midnight. In winter, however, the lights are turned off at 10:00 A.M. and on again at 2:00 P.M. He visited the area of earthquake damage in Anchorage, which has been made into National Park and is really impressive.

U F O's!



"They're way ahead of us in space travel, but we've got them licked when it comes to photography techniques!"

TOP OF THE NEWS

(continued from page 2)

NORWOOD ROOFING PLANT

Russell Blake took his family on a vacation to Westbrook, Maine.

William Carr spent a week visiting relatives at Belfast, Maine, and also toured the Moosehead Lake region.

Leonard Nordstrom reports fine swimming, sunbathing and sightseeing on his two weeks' vacation on Cape Cod. He made his headquarters at Buzzards Bay, but toured the Cape.

Blanche Kivi has left us after seventeen years of service as cafeteria manager. On leaving, she was presented with a purse of money and best wishes from her many friends at the Roofing Plant.

Mr. and Mrs. John McLachlan spent a week's vacation touring the Thousand Islands in the St. Lawrence Seaway. They covered about a thousand miles and had a beautiful trip. Within two years' time they hope to cover the whole country tenting and camping. Mr. McLachlan will then send in a full report to *The Review* telling of his experiences with the thought in mind that it may help others who may like to travel and camp.

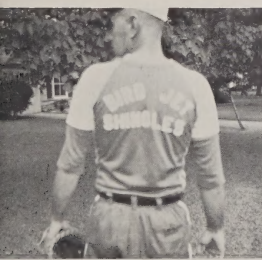
On his two weeks' vacation, John Sigmund visited a brother in Cleveland, Ohio, and also toured Pennsylvania and West Virginia.

We welcome John Foley back to work after his recent illness.

Julius Sackmayer spent a pleasant week at Nantasket Beach deep sea fishing with friends.

James Glidwell was amazed to find a beautiful bowling alley at Kears Falls in Maine during his recent vacation. Of course he bowls. When asked how he did, modestly he said, "Just average!"

Michael J. Malacaria, Jr., son of Mike Malacaria of the Shipping Department, and Mrs. Malacaria has just enlisted for a four year hitch in the Navy. He is now a recruit in training at the Great Lakes Naval Training Station.



SALES MEN find new ways to sell more Wind Seal "Jet" Shingles. Top: Herman Myers as a roofer in Simpsonville, South Carolina, the name of Ben Maynard, who is promoting the product with this eye-catching sign made of plywood cut out letters nailed to the truck panel. Bottom: Don Cook, representative in Texas, provided Jim Zoller with special advertising on his uniform. Jim handles Bird Roofing at Moncrief-Lenoir Company in San Antonio, so Don thought it appropriate to advertise when Jim plays ball with his church team.



GRADUATION DAY came for Roger Sumner, Chicago foreman, last May, upon completion of 43 hours of American Red Cross first aid training. Roger, who is in charge of safety at the Chicago plant, now has an instructor's certificate, making him qualified to teach other employees what to do when an accident occurs.

MAINTENANCE AND POWER

Edward Powers and his family vacationed in Nova Scotia.

The Maintenance Department is glad to have David Cherry and Robert Proccacini back working in the yard during summer vacation.

We are all happy for Joe Keefe on his retirement, but we will surely miss the old handicapper.

Kay Niden spent a few days of her vacation visiting the Amish villages of Pennsylvania.

John Dorsheimer vacationed at home with day trips.

Bird & Son should be proud of their veterans who marched in the numerous Fourth of July parades to help their fellow employees to enjoy the day. Two of the Maintenance men who surely looked sharp were Verne Herrick and Peter Daley.

We welcome Lorraine Freni who is filling in for summer vacations at the Maintenance Office.

John Linnehan spent part of his vacation marrying off his charming daughter, Janice, to the son of one of our old departed retirees, Mike Lamonia.

John Wozniak and his family went to Alaska on their three weeks' vacation.

Mike Sadaway was pleased recently when he found out that his health was OK. What he thought was spots in front of his eyes turned out to be nothing but sprayed paint on his glasses acquired while working under the painters at Building DMS.

John Bandonis will be in the wilds of the Province of Quebec trying his luck for those big salmon when you read this.

E. WALPOLE FIBRE BOX PLANT

Joseph Johnson and his wife spent their vacation at Sebago Lake, Maine.

Geneva Surowiec spent her vacation on the Cape.



MILITARY APPLICATIONS of Data Processing were studied in a two-week seminar last month at the Naval Academy at Annapolis. Among the Navy Reserve officers present was Lieut. Commander Richard S. Whitney, extreme right, who during the remaining 30 weeks of the year is Sales Manager of the South Atlantic District, Building Materials Division. The seminar is one of several sponsored each year for Reserve officers.

We welcome back Arthur Joyal who has recovered from his operation.

George Nieva made a visit recently and is resting following his operation.

E. WALPOLE SHOE CARTON PLANT

July was the month for vacations at this plant:

Stuart Farris went with his family to Augusta, Maine.

Eino Heikkila spent his vacation at Union, Maine.

Vito Puopolo and his family spent their time on the Cape, and then traveled to parts of New Hampshire.

Joseph Troiano was on vacation at Gunstock Mt., New Hampshire.

Vaughan Allan and his family spent part of their vacation time at Belknap Mountain, Gunstock Mt., New Hampshire, and then took a trip to the St. Lawrence Seaway.

Joseph Smelstor spent a quiet vacation at home.

SHREVEPORT PLANT

As the accompanying picture shows, what was once an old textile mill in Shreveport is now the nucleus of the big Bird & Son roofing operation.

Blanche Kerlin and some others who were living in Shreveport at the time, can remember the wonderful old men, Civil War veterans of the Confederate Army who attended the convention at the General Kirby Smith Auditorium. We remember how they walked around with their canes, wearing their moth-eaten gray uniforms they had so proudly worn to defend the South so many years ago. It was General Kirby Smith who moved the capitol of Louisiana to Shreveport, to the 800 block of Spring

Street, when the Union Army occupied Baton Rouge.

This picture will bring back old memories to many who remember the days before Bird & Son came to Shreveport.

We extend our sincere sympathy to Cephas Myers whose mother passed away recently in Oklahoma. Cephas, on vacation, was just about to leave on his way to see her when the message of her death came.

Elton Bamberg, foreman, and his wife, Wanda, are all smiles this week. Their daughter, Sandra, has just been chosen as a member of Louisiana State University's first court of beauties. Sandy is a blue-eyed blonde, Byrd High School graduate, member of Board of Directors of Gamma Sigma Omega, Circle K sponsor and has served as program chairman for the Baptist Student Union. She plans to become an elementary school teacher. Congratulations to the 3 B's!

Published in the June 13, 1968 **SHREVEPORT JOURNAL** was the Dean's List of Baptist Christian College. A student must achieve a straight "A" for all courses pursued during the semester to be named to the Dean's list. We are very proud of William E. McClung whose name again appeared on this list. Congratulations, Bill; we know it took a lot of hard work.

(continued on page 4)



CLASS PHOTOGRAPHER. Each year since 1953 the 1929 Class of Winnfield, La. High School has held a reunion. Each year, Edwin Sam-payrac, a member of the class, records the activities on movie film, then shows the film the following year. Everyone thus enjoys recalling the "good old days." Here he is, photographing the 1968 reunion.



BIRD & SON? AUDITORIUM? When Blanche Kerlin brought some old Confederate soldiers to their convention headquarters in June 1936, little did she think that the old textile mill in Agurs (labeled General Kirby Smith Auditorium) was soon to be purchased by a company "back East." Perhaps even at that moment Bird & Son was negotiating its purchase. Neither did she think that some day she would be receptionist and PBX operator at this site.

TOP OF THE NEWS

(continued from page 3)

We were very sorry to learn of the death of Gertrude Salter's sister, Bertie Audrey. Although she is now retired, Gertrude has always been very close to many of us and we extend to her our deepest sympathy.

The William Winkler family spent part of their vacation visiting the Hemisfair in San Antonio and the Six Flags Over Texas at Irving, Texas and decided that there is no place like home at the camp down on Lake Bistineau, so they came back and went fishing.

PERTH AMBOY PLANT

We were all saddened by the sudden unexpected death of Joseph Zavorski, foreman on No. 2 Machine. We extend condolences to his wife and family.

We were glad to see again some of our salesmen from distant territories who stopped in enroute to the July sales meeting.

We again welcome Karen Ross, vacation replacement this summer who has returned, and also greetings to Susan Derer who is with us for the first time.

Mrs. Roberta Stevenson and her friends who faithfully attend the Saturday night stock car races at the Flemington Fair Grounds report that their favorite driver, Al Tasnady, hasn't been doing too well since Stan Ploski got his new car this year. Could it be he's getting a little too old to keep up with Stan?

MANCHESTER PLANT

Our sincere sympathy to Roger Bisson and family on the death of their daughter, Nancy.

Welcome to new employee Rosalind Crafts who is our new girl in the Manchester office.

Bea Tyrrell attended the International Convention of Parents Without Partners, Inc. in Atlantic City, N.J. on June 28-30, as part of her vacation. While there she was named district director.

The balance of her vacation was spent visiting friends in Hanover and Kingston, Mass.

Mr. and Mrs. Guy Hoyt and daughter, Dorothy, are planning a trip to Detroit to visit another daughter, Louise.

BARDSTOWN PLANT

During the past month several Bardstown parents have welcomed new arrivals in their families:

Mr. and Mrs. Joseph S. Thompson, their fifth son, Richard, Alexander.

Mr. and Mrs. David A. Spalding, their first son, David Anthony, Jr.

Mr. and Mrs. Robert N. Brussell, a daughter, Tracy Linn.

We welcome Mary J. Davis who started with us as inventory clerk on July 8th. Mary is a graduate of Bethlehem High



BARDSTOWN'S BEST. These are the men on the Bird & Son Softball Team in the Bardstown League: Standing, left to right: Dick Hines, John McCullough, Dick Hambley, John Gilkey, Harold Atkins, Jerry Nalley. Kneeling: Randal Green, Philip Brown, Ronald Cissell, Billy Logan, Daniel Forsee. Not present for the picture: Andrew Spaulding, Joseph Johnson, Gerald Yates and Joseph Mills.

School and enjoys dancing and swimming in her off hours. She is the oldest daughter of Mr. and Mrs. F. William Davis of New Hope, Kentucky and has two brothers and three sisters at home. We hope she is enjoying her work here and will be with us for a long time.



MARY J. DAVIS, new clerk at the Bardstown office.

CHICAGO ROOFING PLANT

It's vacation time again and everyone seems to be going away this year. George Coleman, utility man in the Maintenance Department spent the first week of his vacation at home redecorating. George says it was a "Honey Do" vacation. His wife kept saying "Honey do this" and "Honey do that." But with the housecleaning done George and his wife drove to the Wisconsin Dells for a week of relaxation. George, his wife and three children enjoyed this trip very much.

Frances Johnson, sales correspondent, and her twin sister, Edith, and their aunt had a delightful motor trip. From Chicago they drove to Urica, Virginia to see the tomb of the Unknown Soldier. Bad weather prevented them from enjoying this part of their trip, but they drove on to Williamsburg, and unfortunately into some more rain. They then went to Ocala, Flor-



SALESMAN ROGER MOORE, of the St. Louis District, as he appeared in his Shriner's uniform in a recent parade in Chicago. Too bad we can't show this in color. The uniform is bright yellow-gold, and the cummerbund green. The trim on sleeves is red and green.

ida to visit their brother and his family and also saw the famous Silver Springs. They finally came into some good weather. On the way back home to Chicago, they drove through the Ozarks, then stopped to visit a cousin who lives in Middleton, Ohio. This cousin, Don Brown, is a former Bird employee. Fran and Edith said their new Buick handled very well and the air conditioning functioned beautifully.

Martin Krajcir of Maintenance made a return trip to Urica, New York for the graduation of his niece, Mary Beth Polozzi, from Urica Catholic Academy for Girls. In fact Marty took the Champagne flight all the way. He tried fishing at Lake Oneida but said the water was too rough, so he came back to Urica the same day, and spent the rest of his vacation visiting his recently widowed sister and her family.

We all thought a large yellow bird flew into the office last week, but upon closer look we discovered it was our salesman Roger Moore in his Shriners uniform. Roger took a day of his vacation to attend the Shriners Day Parade in downtown Chicago. Roger is Librarian for the Ansar Temple in Springfield, Illinois and plays the drums and cymbals, in their band. His uniform was bright yellow gold, with a green cummerbund and red and green trimming on the sleeves and lapels. His fez was black with a magnificent rhinestone pin. (See picture in this issue.)

We welcome back Wally Overholt, who has been off sick for quite a spell. His stay in the hospital determined that Wally is suffering from a stomach ailment and must watch his diet closely. He said that he has lost quite a bit of weight and can't even look at an egg. It seems all he was able to eat for awhile was eggs and baked chicken. Wally returned to work for a week and then left on his annual vacation.

Ulus Johnson, the Surface Supply man on No. 6 Machine, took an early vacation this year. He and his wife drove to Canada. They stopped off in Port Huron, Michigan on the way up and Detroit, Michigan on the way back home. Ulus said the weather was delightful and Niagara Falls is still a sight to see. The temperature there hovered between 55 and 60° and that's pretty good weather no matter where you are.

PHILLIPSDALE PLANT

William Banks retired from Phillipsdale for 20 years stopped in recently for a visit. He had a nice chat with Ray Nolan and Margaret Pierson reminiscing about the mill.

We are glad to report that Bill looks wonderful and will be flying to London soon to visit with family.

Choral Society Rehearsals Start at Bird Hall, Sept. 9

It's less than a month away to rehearsal time for the Fall season of the Neponset Choral Society. Director Leonard Weaver announces that rehearsals for the big 20th season will commence at Bird Hall on Monday, September 9th at 8 P.M.

Voice trials are not required. Anyone — and especially tenors — is welcome who likes to sing. There are enough rehearsals so that even those who do not read music easily have adequate time to learn before concert time.

This year on Sunday, December 8, the Society will present two popular works from past years — "The Mystery of Bethlehem" by Healey Willan and Beethoven's "Mass in C Major."

A committee headed by Charles Desaulniers of Franklin, who is a long-time chorus member, is planning a number of special observations to mark the 20th season of the Neponset Choral Society. More on these later. The year will be climaxed by the presentation of Gilbert and Sullivan's most popular operetta, "The Mikado," in the Spring.

Bring your friends and join a winter of musical pleasure, starting September 9th at Bird Hall!



JUNE BRIDE. Carol Constance Sylvestre became Mrs. Lawrence M. Carigmas on June 8 at a pretty wedding at Sacred Heart Church, Woonsocket. She is the daughter of Mr. and Mrs. Roger Sylvestre. Roger works at the Shoe Cration Plant. The couple were neighbors on Second Avenue in Woonsocket.



FORTY POUNDS OF BUFFALO FISH dipped from Cross Lake by Earl Acre of Shreveport. During a recent fishing trip he had noticed a number of big fish in the shallow water. Returning with his dip net the following day, he swept up this monster. Such a battle ensued that the dip net was torn up and Earl was almost dumped in the lake before landing the fish. With Earl are his two children, Bruce and Lita.

HELMET & SAFETY GOGGLES ARE FINE BUT, THEY WON'T PROTECT YOUR BACK.



BEND YOUR LEGS WHEN TACKLING A HEAVY OBJECT!

CLAM BAKE — AUG. 25

Glen Ellen Country Club in Millis will be the location of the big Bird & Son Clam Bake this year on Sunday, August 25. The full day of fun starts at 10 A.M. for those who want a round of golf. Other activities begin at 11 A.M. Chow-crackers and coffee are served at 1 P.M. The big bake is at 4 P.M. There is something for everyone at Glen Ellen:

Swimming — a large pool for adults, a small one for the youngsters — softball, basketball, horseback, a supervised area with slides

and swings for the little ones, rooms for playing cards, dancing, and a well-appointed cocktail lounge.

During the afternoon a representative from the Colpitts Travel Agency will present plans for a Fall weekend tour starting Friday November 8 and ending Monday, November 11.

Notices on the Clam Bake went out to Bird Club members early in August, with full details about prices for members, their families and guests. Be sure to sign up before the deadline of August 19.



AT BARDSTOWN: two employees receive the first suggestion awards paid out at the first Bird & Son plant. Left to right: Plant Superintendent R. E. Hambley; the winners, Ben Bewley and Leo Mayer, both of Maintenance; and Plant Engineer R. E. Hines. "This is the beginning for our Suggestion Program," the men said.



Check Those Fish Stories!

Want to check the accuracy of your fish stories? Here's a way to estimate the weight when you don't have a scale:

Formula — square the girth, multiply length and divide by 800.

Example — Fish has girth of 16" and 27" long.

$16 \text{ squared } (16 \times 16) = 256$

$256 \times 32 = 8192$

$8192 \div 800 = 10.24 \text{ lbs.}$

This formula will give the approximate weight of a fish.

And remember keep Safety in mind when landing that big one, to avoid injury from hooks or fins.

— Robert Roby, Safety Manager

Formula for a successful vacation: Take as many clothes as you think you'll need — and twice as much money.

The Imp

Contributors

The following reporters contributed to this issue: Harriet Sutherland, James Barnes, Edward Geraghty, Milton Gardner, Alfred Breen, Catherine Brady, William Ford, William Grinovic, Julius Sackmayr, Ted Pierce, Mary Driscoll, Beatrice Tyrrell, R. W. Pearson, Geri Engberg, Robert MacLeod, Lucille Sullins, Rita Delaney, Rita Fedor, Edwin Sompayrac, Leonard Weaver, Joseph Geehan.

Stranded Drivers Note Extra Road Courtesies

"Dear Mr. Kimball,

"Last Monday one of your drivers assisted my wife in an emergency on Route 128. She had a flat tire on her way to the Massachusetts Hospital School where she was due to pick up my daughter who was coming home for the first time in seven months.

"A delay in my wife's arrival could have been disturbing to the child and would have upset the hospital routine. . . . Hence the action of Mr. McCarthy was verily a godsend. While Mrs. Carver thanked him, through you I want to commend him for this act which was far and beyond the ordinary courtesy of the road." Signed, John J. Carver, general public affairs manager, New England Tel. and Tel. Co.

The driver was James McCarthy of the W. J. Hill Division. This letter is illustrative of several that have come to Mr. Kimball in recent months: John Tamassanis changed a tire for a lady

on Route 95; another motorist expressed thanks to a driver whose name she did not get, for a tire change on Route 95 in Attleboro.

And just last month Edmund Gianetti came upon a car that was on fire and used the extinguisher on his truck to put the fire out. This came to light when the extinguisher had to be recharged.

Recent Deaths

Harry Jansen

HARRY JANSEN, who retired from the Chicago Plant in February, 1965, after 41 years of service died suddenly on Sunday, July 14, 1968, at his home in Michigan. He had only recently moved permanently to this home which formerly he had gone to only in the summer. He had undergone major surgery about a year and a half ago but had recovered well. His death was due to a heart attack.

Harry was a foreman on the roofing machines for many years until his retirement.

He is survived by his sister, with whom he has made his home since his wife passed away in 1950, and a brother.

Funeral services were held on Tuesday, July 16 in Chicago, with four past and present Bird employees acting as pallbearers: Albert Bohnenberger, Thomas Cooling, retired, and Ray Gussick and Robert MacLeod.

Raleigh Stearles

RALEIGH STEARLES, who retired on July 1, 1949, passed away on July 4, 1968 at the age of 85.

Raleigh worked at the Chicago Plant in the General Department from February 2, 1920 to the date of his retirement. He had been in failing health for the past few years but had managed to make at least an annual visit to the plant.

He is survived by his widow and one daughter who reside in Chicago. Funeral services were held in Chicago on July 9, 1968.

Nunziant Famigletti

NUNZIANTE FAMIGLETTI, for many years the gang boss in the Yard Crew at the Norwood Floor Covering Plant, died on July 6 at the age of 80. He retired in December 1955 after 38 years with the company.

In his early years he worked at the Roofing Plant, starting on December 3, 1917; he also worked at the Shoe Carton Plant for a short period, transferring to Floor Covering in 1921. After working on the winder in the Finishing Department, he transferred in August 1923 to the Yard Crew where he soon became gang boss.

He lived for many years at 21 Heaton Avenue, Norwood and continued to reside there in retirement. He is survived by his wife, Santa; six daughters: Delia Pierce, Santina Giampira, Antoinette Malacaria, Lena Campbell, all of Norwood, and Gina Webster of Foxboro; a stepson, Henry DeFliminio of Walpole, who works at the Paper Mill; 20 grand-

"These are the road courtesies we have heard about. I am sure that our drivers are doing other good deeds that we do not hear about," stated Mr. Kimball. While driving thousands of miles each week, our drivers undoubtedly find occasional emergencies where they can be of real service. It's nice to know that these extra courtesies are appreciated.

children and 8 great grandchildren.

Funeral services were held on July 9 with a requiem mass at St. Catherine's Church, Norwood.

Michael Novick

MICHAEL NOVICK, Paper Mill employee for 34 years, died at East Walpole on July 13th in his 84th year. Starting May 16, 1916, he had worked the entire time in the Stock Preparation Department; first he was a beater helper, then for many years a Hydrapulper operator. He retired June 30, 1950.

He is survived by a son, Charles, of Norwood and three daughters, Anne Nevins of Norwood, Sophie Nevins and Agnes Weir of Walpole. There are seven grandchildren and four great grandchildren. Mrs. Weir and Mrs. Anne Nevins are employed at the Main Office.

Funeral services were held on July 16 with a mass at St. George's Church, Norwood.

Camillo DiPlacido

CAMILLO DIPLACIDO, 84, retired Norwood Roofing Plant employee, died at the Palmer Rest Home in Franklin on July 19th. Born in Italy, he lived in Walpole during his 38 years of employment with Bird & Son, Inc., and had lived in Walpole and Fort Lauderdale, Florida since retirement.

Starting on March 22, 1912, he worked many years in the Kettle House, and in the latter years, in the Finishing Department. He retired in June 1950.

He is survived by his wife, Consiglia; two sons, Wori of Wrentham and Emil of Walpole; two daughters, Mrs. Andrew Fabrizio of Portsmouth, N.H. and Mrs. Michael Pacella of Dedham; nine grandchildren and eleven great grandchildren. Funeral services were held on July 22 with a high requiem mass at St. Mary's Church, Wrentham.

Fiore J. Bonito

FIORE J. BONITO, janitor at the East Walpole Brigade Room and Cafeteria, died on July 28, at the age of 60, after a long illness. He lived at 102 Schiller Road in East Dedham.

His Bird & Son employment began on December 12, 1946 at the Hydrapulpers in the Paper Mill. He soon became an operator, transferring in 1949 to stock handler and in December 1956 to Janitor at the Brigade Room.

Funeral services were held on July 31st with a solemn high mass of requiem at St. Mary's Church, Dedham. He is survived by his wife, Mary, and his mother, both of Dedham, six sisters and two brothers.

Perth Amboy Announces Swanson Plant Engineer



Thomas Swanson

Thomas Swanson joined the management staff at the Perth Amboy Plant on July 1st as plant engineer.

He is a graduate of the United States Merchant Marine with an excellent background of experience in the engineering field. Most recently he has been for four years an engineer with the International Smelting and Refining Company at Perth Amboy.

At the Academy he participated in many activities including drill master of the Drill Team, the Glee Club, and various intramural sports. His present hobbies are woodworking and gardening. He is married and has a two-year-old child.

Bianco, Q. C. Supervisor, Abraham, New Foreman At Chicago Roofing Mill

On July 15, 1968 Alfred A. Bianco assumed the position of Quality Control supervisor in charge of the Chicago Roofing Laboratory.

Al joined Bird & Son on February 23, 1965 as a laboratory technician working there until May 1966 when he became production planner and scheduler. On October 1, 1967 he was made a foreman in the Shipping Department and stayed there until this change was made.

He is a graduate of Harper High School in Chicago and attended the University of Miami, Fla. for a year and a half and has also attended college in this area, taking various courses.

Al is married and has one son. In addition to son Anthony, the Biancos also have a couple of dogs which we understand take up a great deal of their spare time. The family lives in Oak Forest, Illinois.

On July 15, 1968, Roland Abraham was promoted to foreman in the Shipping Department at Chicago.

Roland started with Bird & Son on April 10, 1947 as a laborer on the No. 2 Roofing Machine. He worked on many jobs on this machine and on No. 6, both front and back end jobs. In 1952 he transferred to the Shipping Department as a production driver. He has worked on several jobs here and at time of his promotion he was a checker driver.

Abe was born in Darlington, South Carolina and attended school there. He has lived in Chicago for many years. He served in the U. S. Army from 1943 to 1945.

He is married and has a son who will be a senior in high school; the family make their home in Chicago, only a few blocks from the plant.



AT HALF MAST in honor of the crew of the Scorpion. The Bird & Son plant at Charleston was one of many plants in that area to pay tribute in this manner to this gallant crew lost at sea.

Scorpion

(continued from page 2)

Of the week-long observance Mr. Powers said: "There is strong recognition in Charleston, because of this port's traditional Navy connections, of the tragedy involved in the loss of the men on the Scorpion. Therefore, the manufacturers feel that this small gesture on their part is appropriate and timely. It is an indication of the respect and honor they and their employees feel for the courageous men of the Navy and the sympathy they have for the families concerned."

LONG SERVICE LIST

SEPTEMBER 1968

Name	Year	Dept.	Yrs.
Mary Driscoll	9-3-18	Roofing	50
Horace Morton	9-6-28	Roofing Sales	40
Charles W. Desmond	9-5-33	Fibre Box Plant	35
Anthony Campiano	9-18-33	Roofing	35
Alba F. DeFlaminis	9-7-48	Finishing Mill	20
Forrest H. Clark	9-7-48	Roofing	20
Donald F. Parkinson	9-10-48	E. W. Maint.	20
Mason W. Johnson	9-8-58	Paper Mill	10
George L. Doire	9-16-63	Paper Mill	5

PHILLIPSDALE

Gibson M. Strickland	9-8-53		15
----------------------	--------	--	----

CHICAGO

Jessie Willis	9-16-53		15
---------------	---------	--	----

SHREVEPORT

Cephas Myers	9-6-38		30
Gerald A. Savres, Jr.	9-1-53	Salesman	15
Louise Barberousse	9-15-58		10

CHARLESTON

Thomas E. Laz	9-14-53	Sales Manager	15
William B. Jarrell	9-9-58		10
Robert J. Barnhill	9-10-58		10

W. J. HILL CO.

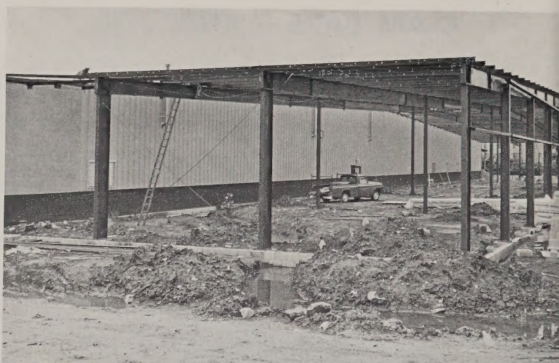
Albert Boonstra	9-14-48		20
John D. Guy	9-30-58		10

TUBE DIVISION

John P. Harrington	9- -28		40
--------------------	--------	--	----

Accountants Elect Two Bird Men to Offices

Two members of the East Walpole Accounting staff have been elected to important offices in the Massachusetts Route 128 Chapter of the National Association of Accountants. Richard G. Barnard of Building Materials Group Accounting was elected treasurer in

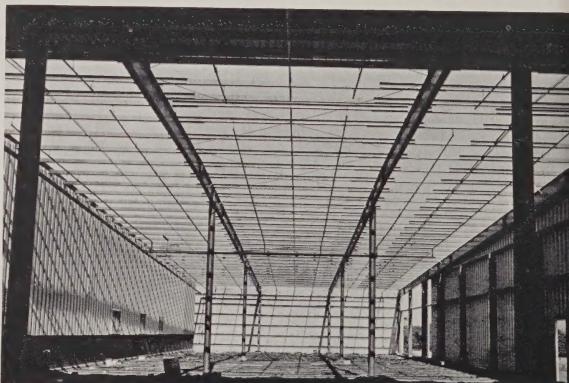


WAREHOUSE AND PRODUCTION AREA construction was well underway at the Bardstown, Plant when this picture was taken early in June.



WEST WALL of Bardstown's new addition is of cinder block and went up quickly.

New Building for Bardstown



SIDE WALLS UP, and roof construction started. Bardstown's new addition is changing its appearance every day as construction nears completion.

June; last year he served as a Board member and as Director of Communications. He is at present attending Bentley College, evening division, working toward a degree in Accounting.

Joseph M. Grigevich, Jr. of Paper Products Group Accounting was elected to the Board of Directors and named Director of Communications, the post just vacated by Dick Barnard. Joe is also pursuing evening study — at Bryant College in Providence, working toward a degree in Business Administration.

AWARD OF EXCELLENCE

The Bird & Son Wire Rack Display for Solid Vinyl Shutters was recently awarded a Certificate of Excellence in the Sales Aid Drummer Competition of the Building Supply News, a trade publication.

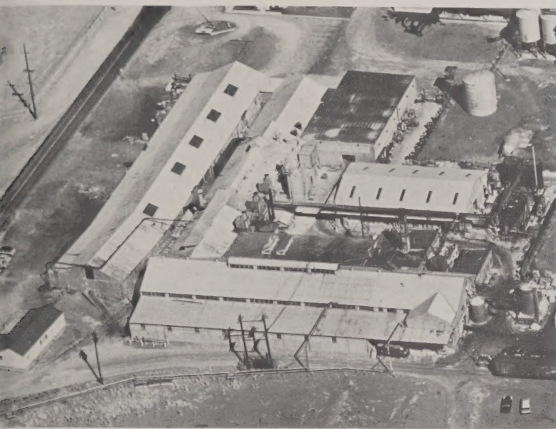
The unique rack, which effectively displays up to 20 pairs of Bird Solid Vinyl Shutters, is neat and compact, requiring little floor space, is simple to erect, and yet most effective in presenting the shutters for display and sale.

The BIRD REVIEW

Volume 56 No. 9

Published for Bird & Son, inc. employees and their families

September 1968



PABCO PORTLAND PLANT. The Felt Mill is in the foreground; the machine room in the second building from the left. At the far left and in center are several warehouses.

Mary Driscoll Honored - 50th Anniversary

Mary C. Driscoll was honored on Tuesday, September 3, upon completion of fifty years of continuous service. Superintendent John Koval brought her to the Directors' Room at the Main Office that morning where top executives were present to congratulate her. President Jenkins presented her with a check for \$500.00 in recognition of her long service. Others present for the occasion included Treasurer John C. Rambeau, Executive Vice President Bernard P. Soward, Vice President Philip C. Johnson and Director of Personnel and Industrial Relations John J. Murphy.

Mary is the second person this year to be so honored. Marion Smith, cashier, was saluted in June when her fifty

years and retirement date both occurred. Like Marion, Mary has many happy memories as she looks back for half a century.

She wonders how many others can remember when the paymaster came through all departments on Thursday, guarded by our one and only Police Officer Crowley with gun in belt. Employees lined up and received their pay in cash in a little yellow envelope. No standing in line in the bank in those days.

"I also remember," says Mary, "That the Bird Machine Company when I first came here, was located on the second floor of the No. 2 Box Shop over the Brigade Room. Later, of course, they

(continued on page 3)



FIFTY YEARS OF CONTINUOUS SERVICE! Mary C. Driscoll was the guest of honor at ceremonies in the Directors Room on September 3, the day she achieved 50 years of company service. She is the second employee to make this record this year. Marion Smith's date was June 30. In this picture left to right: Superintendent John Koval, Treasurer John Rambeau, President Robert Jenkins presenting Miss Driscoll with a check for \$500 in honor of the occasion, Director of Personnel John J. Murphy, Vice President Philip Johnson, and Executive Vice President Bernard Soward.

Bird & Son, inc. Goes Nation-wide With Acquisition of Western Plants

Central Office at San Mateo

Bird & Son, inc. is now nation-wide!

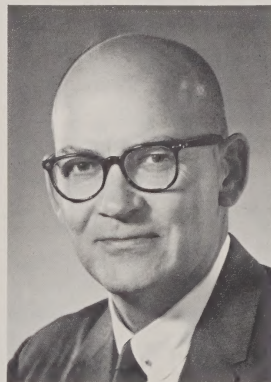
On September 6 Bird & Son, inc. of Mass. began operating the three Pabco Roofing Plants on the West Coast, formerly owned by Fibreboard Corporation.

An executive office was also opened at Suite 590 in the five story office building at 255 Flores Street, San Mateo, California.

**Ralph E. Heim Is
General Manager**

**Sales and Plant Managers
at Each Location**

Meet the managers of our new Pabco Roofing Division:



RALPH E. HEIM, general manager.

RALPH E. HEIM, general manager, started as a project manager in Marketing in May 1959, with Fibreboard Corporation. Later that year he was named merchandising manager, Building Materials, and in 1960 became general manager, Roofing Division.

After graduation from Carlton College in 1940, he served in World War II in the U. S. Army as a 1st Lieut. to 1946, then joined U. S. Gypsum Company as salesman, advancing to district sales manager, general advertising manager, and merchandise manager, before leaving U. S. Gypsum in 1959 to join Fibreboard and its Pabco Division.

At Wilmington, GEORGE R. MALORY is plant manager and GEORGE D. PAGE, Jr. Southern District sales manager.

(continued on page 8)

Division General Manager Ralph E. Heim and his staff have their headquarters in the new San Mateo office which is 18 miles south of San Francisco, adjacent to the new Hillsdale Shopping Center and only four miles from the International Airport. It is also close to the freeway, and in all respects an excellent location to serve the needs of the new Pabco Roofing Division.

As announced last month, there are three roofing plants. The most southerly is at Wilmington, California, near Long Beach; the northern plant is at Portland, Oregon; and midway, near Berkeley, California, is the Martinez plant.

Bird & Son will continue to produce the regular Pabco product line which is manufactured at all three locations. There is a felt mill at Portland and a granule plant at Fair Oaks near Martinez. In the change of management, production continued smoothly since all plants are in excellent operating condition and at all locations the same top management in production and sales is continuing with Bird & Son.

In this issue we are pleased to publish pictures and brief biographies of the fine group of capable executives at our new West Coast plants and offices.

Principal Products

At the present time the principal Bird roofing products being made and sold on the West Coast are:

... a standard line of asphalt roofing shingles which includes the 235 lb. Western style Square-Butt and the Wind Resistant Seal-Grip in the Square-Butt design, both manufactured in a wide variety of colors.

... a comparable line of heavy-weight premium shingles including the 300 lb. Seal-Grip and the no cut-out 300 lb. Bonded Shingle, each with the 25-year warranty and the Underwriters' Laboratories' Class "C" label. Ranch-Style roofing shingles are also a part of the Pabco product line.

... roll roofings, asphalt felts, base sheets, asbestos flashings, cap sheets and coatings and cements.

(continued on page 4)



The BIRD REVIEW

Vol. 56 No. 9

September 1968



Purchasing Agents Retire: Andrews at East Walpole, Altman at Chicago

Published for the employees of Bird & Son, inc., and their families.

Editorial Office at East Walpole, Mass.

Member of Mass. Industrial Editors' Association and International Council of Industrial Editors, Inc.

EDGAR M. GROUT, Editor

JOHN J. MURPHY, Adviser

Safety Is a Responsibility

By

ROBERT ROBY, Safety Manager

The success of a Safety Program depends on the amount of responsibility that people are willing to assume. It's the same thing a person faces while driving a car. The moment a man sits himself behind the wheel of a car he assumes the responsibility of his behavior and safety while operating that car. This is the same kind of responsibility he has to assume when he enters the plant to work.

If every worker were forced to assume responsibility for his own sake and the safety of others, there would be fewer accidents. A worker who is given safety equipment and does not use it has not assumed his responsibility. A supervisor who does not enforce existing safe practices and regulations has not assumed his responsibility.

Give this some thought: Be your brother's keeper as well as your own.

Bird & Son Introduces Heavier Vinyl Gutter

A new, thicker, more rigid Bird Solid Vinyl Gutter has just been introduced. In an announcement to all sales managers and salesmen, Director of Advertising L. C. Niese sets forth the special qualities of this new gutter:

Made of the same sturdy material which goes into all Bird Solid Vinyl

Gutters, the new product is thicker, beefier, stronger. It is two to three times thicker than any other gutter on the market except old-fashioned wood.

This rugged five inch gutter comes in 10 ft., 16ft., and 21 ft. lengths, yet is easily handled. It holds up in the worst of winter's weather and takes the beating of a ladder much better. And of course, like all Bird Solid Vinyl products, it never needs paint, won't rot, flake, peel, blister, rust, dent or pit. What more could you ask!

If your gutters bugged you last winter, now is the time to solve your rain-carrying problems by installing the new rugged Bird Solid Vinyl Gutter before the bad storms arrive.

Make Application Now For Spot in Bird Club Hospital Entertainm't Show

You'll never make a better decision than the one you make when you decide to join up with the Bird Club Hospital Entertainment Show. Co-chairmen Bill Grazado and Julia Lewis are taking applications now in preparation for bookings at local hospitals which will start in October and continue until Spring. There is also an invitation to stage a benefit performance for the hospital ship, S.S. Hope. Plans for this show are being worked out now.

If you are a Review reader — or have read the local papers in the last few years, you know what tremendous success these shows have had in past seasons. The entertainment they bring to hospital patients is really appreciated. Some of it is professional — like the musicians who give so freely of their time and talent. Much of it is non-professional. As Chairman Bill Grazado wrote in his Bird Club invitation notice:

"I would like to emphasize the fact that you don't have to be a professional to join this group. If you sing, dance, or can entertain in any way, we would like very much to have you with us. We welcome members of your family, friends, and neighbors. This is a worthwhile cause; and by giving a little of your time, you will be helping yourself as well as others."

Sign up now by writing or telephoning Julia A. Lewis, Department BPG.

In the past fifty years we have arrested tens of thousands who advocated peace, and tried and fined and imprisoned hundreds of them. We have, in the past hundred years, never arrested, tried and convicted even one advocate of war.

Sam A. Davey



John T. Andrews

JOHN T. ANDREWS, general purchasing agent, retired on August 31 after a Bird & Son career of 41 years.

Born in West Rockport, Maine, and a graduate of Northeastern University, he joined Bird & Son in March 1927 in the Accounting Department. He later worked in Credit and for some years was assistant cost accountant, prior to transferring to the Purchasing Department in 1949. He was named assistant purchasing agent in 1953 and became the purchasing agent on April 1, 1959.

John Andrews has been very active in community affairs in his home town of Sharon. He is a former selectman and was at one time chairman of the Board of Selectmen. He still retains his membership in the Norfolk County and Massachusetts selectmen's associations. In Sharon he also served at one time on the Planning Board and is a former member and chairman of the Board of Appeals. He served at one time as Chairman of the Sharon Community Chest and is a member and past president of the Sharon Rotary Club.

For many years he has been a member of the National Association of Purchasing Management. He has spoken before various purchasing groups and has had articles published in the "New England Purchaser." He is a corporator of the Canton Institution for Savings, and a Mason and a Shriner. He is a former director and chairman of the Camping and Activities Committee of the Old Colony Council, Boy Scouts of America.

John and his wife, Flora (as Flora McDonald she formerly worked at the Main Office), will continue to live in their home at 52 Highland Street, Sharon, spending long summers at their shore home in Mattapoisett. Their son, John T., Jr., is a corporation attorney in Birmingham, Alabama.

HAROLD W. ALTMAN, purchasing agent for the Chicago Division, retired July 31, 1968 after more than 45 years of service.

Coming to Bird & Son from the Chicago Great Western Railroad where he had worked for a short while, he started his Bird & Son career on May 21, 1923 as a clerk in the Chicago Office. He was office manager of the Floor Covering Division when they had an office in the old Lytton Building in down town Chicago and also worked for some time with the former Bird Finance Corporation. He served as office and credit manager of the Chicago Roofing Plant for many years, becoming purchasing agent for the

Chicago Division in June 1949 and serving in this position until his retirement.

He has served as a director of Standard Bank & Trust Company, a local bank, for many years and was active in many local community and civic organizations until he moved to the country few years ago. He was very active in the work of the Shriners and has been a member of the Medinah Temple for years. He played the drums in the concert and marching bands and has travelled with them extensively through the years, appearing at concerts and conventions. We understand that he has now begun to taper off somewhat and presently serves as the librarian of the group.

Prior to coming with Bird & Son for a time after joining the company, Harold Altman played with many of the musical organizations as a drummer. Perhaps the most well known of the groups was the Wayne King Band with which he played for some time.

A few years ago, the Altmans built a home on a farm down near Valparaiso, Indiana and it is here that they expect to live in retirement. Harold and Helen have plans to do some extended traveling in the fall and winter but we assure they will always be back at the farm as he calls it, when the spring and summer roll around, where he can fish in his own pond in the back yard. The Altmans have one daughter, Joan, and one grandson whom Harold is training in the fine arts of fishing and hunting. Through the years, Harold has always been a very avid hunter and fisherman and without doubt will continue this in his retirement.

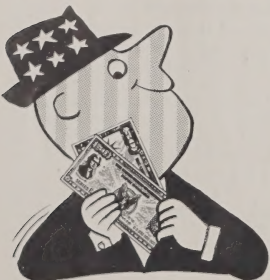
Harold and Mrs. Altman were honored at a dinner party on July 22 at the Holiday Inn attended by most of the co-workers in the Chicago office and supervisory group. He was presented with a gift of money to go toward the purchase of one of his chief desires, a color television set. At last reports, the set had finally been received and he was enjoying the ball games on it.

SUGGESTION AWARDS

The following suggestion awards were made in August:

Vaughn Allan, FXR	\$25
John Folan, EMW	25
Rene R. Herbert, FXR	25
Gresham T. Brebach, CEW	5

How to get a nice
red, white and blue feeling
—and pocket a little green



U. S. SAVINGS BONDS
AND
NEW FREEDOM SHARES



CAREFUL WHAT YOU EAT THIS TIME OF THE YEAR, FOR THERE'S GOING TO BE A LOT OF CAMPAIGN BUTTONS THROWN AROUND.

W. S. Kimball Named New Director of Purchasing and Traffic



William S. Kimball

On September 1st, William S. Kimball was appointed director of purchasing and traffic by Executive Vice President B. P. Soward. Mr. Kimball, who has been general traffic manager for several years now also fills the vacancy created by the retirement of John T. Andrews, purchasing agent.

Born in Foxboro and living now in Hingham, Mr. Kimball is a graduate of Deerfield Academy and Amherst College, cum laude. For the 13 years preceding his employment with Bird & Son he was vice president of the Henry Jenkins Transfection Company of Braintree. He joined Bird & Son in January 1964 as assistant to the president, in charge of the W. J. Hill Division, later becoming general traffic manager.

He has served for the past two years as second vice president and chairman of the Physical Distribution Committee of the New England Industrial Traffic League. He is also a member of the Asphalt Roofing and Granule Traffic Conference and of the National Industrial Traffic League. He is the assistant treasurer and a director of the New England Hospital.

William Kimball and his wife, Sally, reside at 48 Garrison Road in Hingham with three sons and a daughter: Richard is a Junior at Tabor Academy in Marion; William, Jr. is in the 9th grade at Hingham; Lance in the 6th grade; Debbie, the daughter, in the 4th grade.

The whole Kimball family is active in skiing, tennis, and sailing, and Bill's earnest and business ability have earned him recognition as treasurer and director of the Harwich Port Tennis Association and vice commodore of the Stone Horse Yacht Club at Harwich Port. Bill has served as a member of the crew in several ocean races; this June he was one of the crew aboard the "Yankee Girl," which finished fourth out of 156 boats in the Newport to Bermuda race.



Fall Cribbage Parties Start On October 8

About a month from the time you read this, the first Cribbage Party of the season will be held. Chairman Ted Knaus announces that parties will be held regularly during the winter, the second Tuesday of October and the third Tuesday in the succeeding months.

October 8, 1968
November 19, 1968
December 17, 1968
January 21, 1969
February 18, 1969
March 18, 1969

All parties will begin at 8 P.M. at the East Walpole Cafeteria — Brigade Room in East Walpole Square. Come and bring your friends.

William G. O'Brien Named Pabco Div. Office Manager

Early in September William G. O'Brien of the Chicago office flew to California to assume his new duties as Division office manager of the Pabco Roofing Division, the new division which officially became part of Bird & Son on September 6, 1968.

August was a memorable month for Mr. O'Brien. On the first of August he was appointed purchasing agent of the Chicago Division of Bird & Son, succeeding Harold Altman, who had retired at the end of July. Then, later in the month came the appointment to the division office manager's position in California. He will be stationed at the general offices of Bird & Son, Inc. of Mass. which are located in San Mateo, near San Francisco.

William O'Brien started with Bird & Son as assistant to the office manager in Chicago on January 16, 1961, coming to us from the National Lead Company where he had worked as an accounting clerk. He is a graduate of Mendel High School in Chicago and has completed about half his requirements toward his degree by attending night courses at colleges in the area. He served two years in the army, much of that time in Korea. He is married and has a three year old daughter.

Two Maine Plants Get Safety Awards

The Associated Industries of Maine recently awarded Presidential Citations to the Lewiston and Waterville Plants for 1967.

The Waterville safety award was in recognition of having had no disabling injuries during the year and the award for Lewiston was for reduction of the disabling injury frequency.

These awards are something the employees at both Waterville and Lewiston can be very proud of. Congratulations to the teams of supervisors and employees who made these records possible. "If they keep up the good work, they may well make these awards an annual event," states Safety Manager, Robert Roby.



EARL O. BOYDEN, left, and ROMEO VALERIO, right, whose promotions at the Fibre Box Plant were announced last month.

Driscoll — 50th Anniversary

(continued from page 1)

moved to South Walpole. The building that is now the Hermitage where many Bird & Son girls lived during the 1920's-1940's, was Jerry O'Brien's grain shed. In those days nobody got around on wheels, everybody used shoe leather express. It was a common sight to see horses stop at the East Walpole drinking fountain (with iron weight dropped to the street) and drink water.

"Passenger trains went through East Walpole daily. We really had a station. The popular run was 12:45 at noon on Saturday. All workers headed for Boston to shop, and back on the 5:30 out of South Station for East Walpole. Saturday was a big day in Bird Hall. Silent movies were shown afternoon and evening, with Ada Larrabee at the piano. She was the sister of Frank Larrabee, now retired.

"Who remembers the heatless Mondays back in the early '20's. The snow was so heavy that coal cars could not come in to the coal pocket and the men were up on the tracks shoveling snow by hand. We did not work on Mondays for a few weeks.

"I remember being a member of the Girls' Chrysanthemum Club. We held meetings in the Tower Room of the No. 2 Box Shop. At one time we had basketry classes making butterfly trays and baskets, and at another time we all took tap dancing lessons.



LINDA WERDANN, sales correspondent at Perth Amboy was married this past summer to Michael Mortko; she was a beautiful bride as this picture shows. They spent their honeymoon at Virginia Beach, Va.

"I remember a rather intricate safety puzzle which was presented through the Review and promoted by the various foremen. I remember this especially because I was lucky enough to win second prize. In the early 1920's I remember taking part in a Bird & Son minstrel show. This was featured for three nights at Bird Hall. Our group presented an Irish dance."

Mary, who since 1948 has been a clerk typist at the Norwood Roofing Office, started work in the Finishing Department of the Fibre Box Plant, then known as No. 1 Box Shop, September 3, 1918. A year later she transferred to the department which made cartridge paper at the No. 2 Box Shop; this later became a department of the Paper Mill. Working on the cutting machines until the early 1930's, she was promoted to paper inspection and in 1938 became chief cartridge inspector, also handling clerical duties. In 1948 when this department closed out, she transferred to the Roofing Office as clerk typist. Her present duties include work as a cost clerk.

Mary lives at 113 Pleasant Street, East Walpole, with two sisters, Elsie, a retired teacher, and Louise, also retired, who worked for Bird & Son some years ago. Her home has a Meadow Green Bird roof and Birch White Bird Insulated Siding, which were put on a number of years ago, making the house one of the very attractive ones on Pleasant Street. Two of Mary's brothers, who are no longer living, were employees of Bird & Son some years ago, and her father worked in the Maintenance Department until the time of his death.

Mary has been a member of the reporting staff of The Bird Review for a great many years. When the Bird Club Girls' Golf League was active and the Girls' Bowling League, she was an active player on teams in both leagues.

There are only a few more active working days in Mary's career — she retires at the end of September. "I have no definite plans for retirement right now," she says, "But there is certainly some extensive traveling in the future and I hope to spend some winters in Florida."

Neponset Choral Society Opens 20th Season

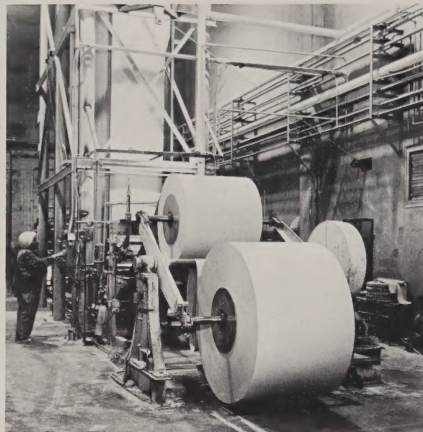
A large group attended on Monday, September 9 at the opening rehearsal of the Neponset Choral Society, sponsored by the Bird Club. It's not too late to join. There are no voice trials and rehearsals are held every Monday night at 8 P.M. at Bird Hall in East Walpole.

This Fall the group is preparing two contrasting musical selections for the December 8 concert in Walpole High School Auditorium, Healey Willan's Christmas Cantata, "The Mystery of Bethlehem," and Beethoven's Mass in C Major.

The Choral Society is at the start of its 20th season. For two decades it has been bringing musical pleasure to the community with an annual Fall concert and a Spring stage production of a Gilbert and Sullivan operetta. For its 20th G & S season next May the Society will present the ever-popular, "The Mikado."



MAIN MACHINE ROOM at the Martinez Plant.



FELT UNWIND STAND and festoon at the start of the roofing machine at the Martinez Plant.

John A. Murphy is Supt. Of Shoe Carton Plant

John A. Murphy was appointed superintendent of the Shoe Carton Plant effective September 1, 1968, following the resignation of John Nourse, Vice President Ralph H. Hall made the announcement.

Mr. Murphy, who resides in Methuen, joined Bird & Son's shoe carton operation in February 1968 and on March 25th was named assistant superintendent of the plant. Prior to joining Bird & Son he had had 17 years of plant supervisory experience with the Mead Packaging Company and the Lily Tulip Cup Corporation.



John A. Murphy

After graduation from high school in 1943, he spent three years in the U.S. Navy. Upon return to civilian life he worked on tube winding at the Continental Can Company in Boston, and then studied refrigeration and air conditioning for several years at the Industrial Technical School, Boston. He joined Mead Packing Company at Lawrence in April 1950.

Art Class Starts Monday, September 16

Chairman Oscar Lambine announces the opening of the Bird Club Fall season for the ART CLASS. Registration and the first meeting will be on September 16, a Monday night, at 7 P.M. in the East Walpole Brigade Room.

Succeeding classes will be held every Monday evening through November 25. Mrs. Helen Pierce will again be instructor. These classes are always popular and well attended. Sign up now and discover how clever you can become with brush and canvas.



CONGRATULATIONS to Jerome Doyle for his safe driving. See story. General Manager T. E. Downey is shaking Doyle's hand.

ROAD COURTESIES AGAIN REPORTED

A telephone call to General Traffic Manager W. S. Kimball last month disclosed another road courtesy incident and another grateful driver.

On August 21st, while driving on Route 24, John Sayce of 100 Rockland Street, West Roxbury, noticed the back seat of his car was smoldering. He had with him at the time his 80 year old mother. They both panicked as he pulled over to the side of the road. At that moment a Bird truck driver who was passing, stopped and quickly put out the fire, and would take nothing for his trouble. Mr. Sayce was so grateful he called Bird & Son to make his personal thanks. Investigation showed that the driver was John Tamasanis.

In Chicago last month General Manager Thomas Downey received a letter which read:

"I'm writing this letter because of one of your truck drivers. His name is Jerome Doyle.

"This is to commend him on the way he drives his truck. Out of all the trucks driving down Marquette Ave. he is the only one that takes the time to operate in a safe and sane manner, taking our children's safety into consideration. He also makes as little noise as possible, no loud exhaust noise, I mean. Other drivers seem to make a habit of rattling our windows by lugging their trucks in the lowest gear with full throttle, but not Mr. Doyle. I appreciate this be-

cause I work nights. He's a real kind human being. I think he is a real credit to your company.

"I've also noticed his operation on other roads, not only Marquette Ave. He's quite courteous to all other operators, cars and trucks alike. If your company has a Safe Driving Award, Mr. Doyle in my opinion should receive it."

"Your happy neighbor,

Michael F. Akai
12820 South Marquette Ave."

Jerome Doyle is one of the Chicago Roofing Plant's new drivers, who started driving for the company on February 12 of this year.

Sign Up Now for Bowling This Season

Chairman Ted Pierce announces the start of the 1968-69 Bowling Season. Flyers are out, inviting Bird Club members to sign up for either the regular Bowling League, or the Norwood Businessmen's League, if you can average 110 plus!

The Bird Club League will open at the Norwood Sport Center late in September. They will bowl each Wednesday night at 6:30. Deadline for signing up is September 13th. Members who want to bowl should send their names to Ted Pierce, Dept. FBM.

The Norwood Businessmen's League will bowl Monday nights at 7:00 at the Sport Center. They won the opening match against Buckley's Oil Service, 4-2, on September 9.

Robert Roby Heads State Safety Committee

Safety Manager Robert Roby has been named Program Chairman of the Occupational Safety Section of the Massachusetts Safety Council for 1968-1969.

The Massachusetts Safety Council is entering its 50th year of service in the field of accident prevention in industry and the community it serves. The Occupational Section provides, in a series of monthly meetings which are based on varied subjects of safety, a source of information and education for employees and supervisors. Roby will take

Western Plants

(continued from page 1)

Division Controller Ronald Babcock and his crew joined Price Waterhouse auditors in directing the taking of inventory at all Pabco areas during the weekend of September 6-7. With Mr. Babcock were Roger Anderson, Building Materials Group Accounting, William Cosgrove of the Perth Amboy office and William O'Brien, newly appointed Division office manager of the Pabco operation.



MOVING FINISHED BUNDLES through yard at Martinez Plant. In the background are the granule tanks and elevators.

part in the first fall meeting on September 12 as a panel member for the accident prevention clinic for supervisors, along with safety men from General Safety Razor Company, Stone Webster Engineering Corporation, Boston Naval Shipyard, Harvard University and the Employers' Group Insurance Company.

Golf Season Ending With Tournament Sept. 15

Under gray skies and in a cool evening, the final Bird Club Men's Golf matches were played on the Wednesday after Labor Day. The second half of the season ended with these results:

Team	Won	Lost
Captain Turco's	97	
Captain Teague's	96	
Captain Barnes'	92	
Captain Valerio	51	1

The last tournament of the season scheduled for Sunday, September 15 at the Brook Meadow Golf Course. The 18-hole tournament is to be an all-day affair, winding up at 5 P.M. with a buffet supper.

FOR SALE

Betsy Ross Spinnet Piano with bench. Excellent condition. Mahogany finish. \$375.
Call 668-3731 after 5 P.M. or see Edward Mingels, Main Office.

SAFETY TIP — To drive a nail without smashing your fingers or thumb, do one of two things: Hold the nail with both hands or get your wife to hold the nail!

TOP OF THE NEWS

IN OFFICE

Richard Adams went to Camp Lejeune, North Carolina with the Marine Corps for weeks' training this summer.

George Johnson and his family spent two weeks at Lake Winnisquam, New Hampshire.

John Johnson went up to the Stinson Mountain area in New Hampshire for a few days.

Betty Doderer, Roofing Sales Department, recently returned from a trip to Honolulu where she met her husband, SSgt. E. Doderer, Jr., on an R. & R. from Vietnam. SSgt. Doderer is the son of Arthur E. Doderer, night superintendent at the Paper Mill.

For deepest sympathy to Dorothy Capachin on the recent death of her father, Mr. and Mrs. Orlando Bisbano of Warrenton, Rhode Island, are the proud parents of their first child, a son Larney, born on August 9 at the Lying In Hospital in Providence. Orlando works in Building Materials Group Accounting.

Dorothy McElaney went to St. Louis, Mo., to visit her sister for two weeks. John Vieira spent two weeks at Camp Pendleton, New York, with the Army Reserve.

Willy Weisheit, who is working in Building Materials Group Accounting for the Paper Mill, won the women's Class B singles tournament held in Walpole August 3. She also competed in the Labor Day Tournament, but was not so successful.

MAINTENANCE AND POWER

Harold Doucette and his family vacationed in Maine and Nova Scotia. Good luck to Hartford in his new job as engineer in the Turbine Room.

Nova Scotia also saw Jerry Sheppard and family during their vacation.

After Bisdnak and his family enjoyed their trip this year.

We are glad to see Martin Bowers back to work after his hospitalization.

George Stewart and his family have been visiting at Plymouth.

PER MILL

Mr. and Mrs. Martin McDonagh and family spent five weeks in Galway, Ireland.

Stanley Rossetsky spent two weeks at Camp Child in Plymouth.

Stanley has been a Troop Committee member for Norwood Scout Troop 83 since last April, and decided to take his vacation this year by helping out on water skiing and swimming instruction and testing.

Mr. and Mrs. Arthur Chamberlain moved to Washington, D.C. to see their son

and his wife and grandson, then went over to Ocean City, Maryland, for a beach vacation.

Mason Johnson and his family spent one week at Myles Standish State Park in Plymouth.

E. WALPOLE FIBRE BOX PLANT

Charles White is confined to the Norwood Hospital. We hope to see him back to work soon.

Ray Kappelle says that he had a wonderful four days visiting Provincetown with his wife and children.

Henry Bochonowicz spent two wonderful weeks visiting Lake George and Saratoga Springs in New York State.

Betty Fraser vacationed in Plymouth during the month of August.

Welcome back to Andrew Wall, who has returned to work after being out sick.

Warren Silvernail's daughter recently got married. Good luck to the newweds.

We are sorry to report that Ray Lusier's father-in-law died recently.

The following people were on vacation late in August and took advantage of the long Labor Day week-end: Charles Zabrinski, Donald Dyer, Leo Brissette, Henry Bell, Jennie Mike and Guido Dalla-Fiore.

E. WALPOLE SHOE CARTON PLANT

Among those on vacation at the Shoe Carton Plant last month were:

Ambrose Fitzpatrick at Hyannis.

Sybil Ward at Provincetown.

Alice Pole at Meredith, New Hampshire.

Carl Wenstrom at Cape May, New Jersey.

Eino Heikkila at Union, Maine.

Dwight Arnold spent two weeks at Syracuse, New York, with the Air National Guard in summer training.

NORWOOD ROOFING PLANT

Edward Carberry enjoyed a two weeks' camping trip at Norway and Rangeley Lakes in Maine, meeting some old friends and making some new ones. Fishing, swimming and sightseeing had top priority.

The William Carbs and Bill's sister-in-law, Florence MacDonald, former Bird worker, now of New London Mills, left late in August for a two weeks' vacation trip. Their destination — Prince Edward Island, Canada.

Harry Robertson, Jr. enjoyed fishing, swimming and sightseeing for two weeks at Newfoundland Lake, New Hampshire.

William White, Jr. for one week enjoyed beautiful scenic Island Falls in Maine.

Ted Pierce enjoyed a fine vacation visiting friends at Bass River, South Yarmouth on Cape Cod, for several days. He reports fine swimming and fine scenery off and on the beach!

William White, Jr. for one week enjoyed beautiful scenic Island Falls in Maine.

Ted Pierce enjoyed a fine vacation visiting friends at Bass River, South Yarmouth on Cape Cod, for several days. He reports fine swimming and fine scenery off and on the beach!

William White, Jr. for one week enjoyed beautiful scenic Island Falls in Maine.

Ted Pierce enjoyed a fine vacation visiting friends at Bass River, South Yarmouth on Cape Cod, for several days. He reports fine swimming and fine scenery off and on the beach!

William White, Jr. for one week enjoyed beautiful scenic Island Falls in Maine.

Ted Pierce enjoyed a fine vacation visiting friends at Bass River, South Yarmouth on Cape Cod, for several days. He reports fine swimming and fine scenery off and on the beach!

William White, Jr. for one week enjoyed beautiful scenic Island Falls in Maine.

Ted Pierce enjoyed a fine vacation visiting friends at Bass River, South Yarmouth on Cape Cod, for several days. He reports fine swimming and fine scenery off and on the beach!

Joan Walsley spent her last vacation week golfing, swimming and just relaxing, also taking in a few shows at summer theaters.

MANCHESTER PLANT

Gerry and Barbara Jo Harden have returned home after a summer of camp counseling.

Ronald Harden, son of Roberta Harden, has left for Air Force Training at Lackland Air Force Base in Texas.

Welcome to new employees, Roland Geiger, Kerry Wentworth, and Doris Kucab.

Tom O'Connell has returned from a vacation in Canada, where he and his family attended the "Man and His World" at the Expo '67 site.

Raoul Desmarais has returned after a week of vacation spent around home.

It was nice to see Helen Lane in Lewiston once again, on a recent trip to Maine made by Bea Tyrrell and fiancé, Laurence (Mike) Nairn of Hyattsville, Md.

We wish Desneige Giguere lots of happiness in her early "retirement" from the Manchester Set-Up Department. A purse was presented to Desneige by her fellow workers, and she was taken out to dinner



DESNEIGE GIGUERE at work on her set-up machine at the Manchester Plant, just prior to her last day of work on August 23.

at The Chateau and presented with a corsage and as it was also her birthday, a cake was brought in. Desneige has been a set-up girl for over 14 years.

WATERVILLE PLANT

We welcome the following new people to our Waterville facility: John Jones, Edward Carey, Phil Hamilton, Bob Denis, and Dick Perry.

Bob & Pat Denis recently moved into their new home in Winslow, Maine. Bob is an old "Do-it-yourself-man." He began constructing his house with the help of his

(continued on page 4)

Recent Deaths

Claude T. Smith

CLAUDE T. SMITH, planning supervisor at the East Walpole Fibre Box Plant, died on July 31, 1968 after an illness of one month. He was 61 years of age.

Joining Bird & Son in September 1924 as a helper in the Roofing Shipping Department, he transferred to the Fibre Box Plant in 1928, working for some years in the Wallboard Department. In December 1941 he transferred to the plant office as scheduling clerk, and in 1965 was promoted to planning supervisor.

Born in Nova Scotia, he lived for a time in Norwood and in Hyde Park, but in recent years his residence has been 271 Parker Street in Newton Centre. Surviving him are his wife, Elizabeth; two sons, Donald of Belmont and Rev. Claude A. Smith of Philadelphia; and six grandchildren.

Funeral services were held at the First United Presbyterian Church in Newton on August 3rd.

Oreste Saraca

ORESTE SARACA, retired Paper Mill employee, died on August 2, 1968 at the age of 80.

Born in Italy, he came to this country as a young man and entered the employ of Bird & Son on May 19, 1923. Except for brief periods in other departments, he worked as a beaterman for 25 years to his retirement in August 1948.

For many years he lived at 996 East Street, Walpole. He is survived by his wife, Rose; a son, Charles, who is a member of the Norwood School Committee; a daughter, Mrs. Dominic Silvi of Walpole; and nine grandchildren.

Funeral services were held on August 5 with a requiem high mass at the Blessed Sacrament Church in Walpole.

Jarl A. Johansson

JARL A. JOHANSSON, Paper Mill worker for many years, died suddenly on August 23 at the age of 64.

Joining Bird & Son in June 1931, he learned the trade of paper making and in November 1945 was made a machine tender, serving for more than 20 years on No. 4 Paper Machine. In December

last year, he transferred to clerical duties at the Stock Transfer Department of the Paper Mill.

He is survived by his wife Anna of 41 Elliott Street, Norwood, a daughter, Mrs. Janet Nyberg of Medera, California and a son, Staff Sergeant Ernest E. Johansson, currently serving with the Army in Vietnam.

Funeral services were delayed until the son could reach home and were held at the May Funeral Home in Norwood on August 28.

Anthony Capachin

ANTHONY CAPACHIN, retired Shoe Carton Plant worker died on August 22 at the age of 81.

Starting in July 1918, at the East Walpole Fibre Box Plant, he worked there for 11 years, transferring to the Shoe Carton Plant in 1929. At the time of his retirement in December 1953, he was a combiner assistant operator.

Funeral services were held on August 26 with a requiem high mass at St. Peter's Church, Norwood. He is survived by his wife, Anna, and two sons and two daughters: Sigmund A. Capachin and Mrs. James (Mary Ann) LaCivita both of Walpole, and Dorothy Capachin and Joseph Capachin, both of East Walpole. Dorothy is employed in the Building Materials Group Accounting Department.

James Bunker

JAMES H. BUNKER, of 114 Lincoln Street, Norwood, shipping clerk for many years at the Floor Covering Plant, died on September 1st at the age of 69. He had been retired since June 1963. Born in Dorchester, he joined Bird & Son in January 1937 as a trucker in the Floor Covering Shipping Department, but within a few months moved into the clerical duties in which he continued to his retirement date.

Funeral services were held on September 4 with a solemn high mass of requiem at St. Catherine's Church, Norwood. Surviving him are his wife, Leonia, two sons and two daughters: Mrs. Jean Folan, Anne Bunker, Richard and Robert; and a sister Miss Helen Bunker, all of Norwood.

100 POUNDS of fighting Atlantic salmon John Bandonis' prize catch on his recent trip to the Gaspe Peninsula. He and his wife, Marie, made the trip in their trailer. This was caught at Port Daniel.



TOP OF THE NEWS

(continued from page 3)

watchful father-in-law last April and moved in during the last week of July.

Dick Perry, our new sales clerk, has informed us of his engagement to Miss Jane Michaud of Waterville, Maine. The date has been set for November 23rd. We assume that Dick must enjoy taking orders because he just finished a tour with the US Army and now he is getting married.

Bill Fahey and family spent their vacation visiting friends in New Jersey and New York. They enjoyed spending a few days in the big city but were glad to return to the calm and peaceful state of Maine.

Foreman Norm Mathieu had all the tools for a restful vacation: 1 motorboat, 1 fishing pole, 1 radio playing a Red Sox game, and 1 can of beer.

So long to Kevin Connor. Kevin is moving on to other areas within the company. Now a crisis has arisen in the state of Maine! Since Kevin has gone there is only one Irishman left in the whole state: Bill Fahey.

We sincerely hope that Larry Huard will have good results from his vision eye operation. The previous four have completely corrected the sight in one eye. However, the remaining eye has not responded to treatment.

Dick Bourgoine remarked that he is "busting par" every Saturday morning at the Waterville Country Club. When asked what his favorite bird was, he stated the Eagle, of course. In fact when Dick left a pair of green one Saturday in August, he walked away with an "Eagle."

PERTH AMBOY PLANT

W. L. Cosgrove, officer manager, went to the Flemington Fair Grounds to see the stock car races reported by Bobbie Stevenson last month. Bud says the best driver this year is Sammy Beavers who always puts on a good show and is now the crowd's favorite. The highlight of the year was the Annual week long Flemington Fair over Labor Day, with many 4H displays and prize animal exhibits as well as farm implement displays. ARDC midwest races were held on Saturday afternoon and stock car races that night. Many Bird employees attended.

CHICAGO ROOFING PLANT

Steve Blackman of the Maintenance Department and his wife met up with Eddie Newman, of the Shipping Department, and his wife and young son Edward, and together they drove to Omaha, Nebraska, Denver, Colorado, Dodge City, Kansas, Kansas City, & St. Louis, Missouri.

In Denver they visited the Wax Museum, U.S. Mint, Lookout Mountain and the United States Air Force Academy. At Dodge City they went to Boot Hill and while there, Steve, Eddie and young Edward posed at the Jail. They were sent there by Matt Dillinger! The weather was delightful, warm in the day and cool at night. Both families agreed this was one vacation worth remembering.

Betty Lou Lutz, her husband, Bill, and two children, Bill and Tammy, went to Lake Vermilion, Minnesota, for one week. This was a family affair vacation. Betty's Mom and Dad, her brother and his family all went together. They stayed in a cottage at this resort and spent their time horseback riding, water skiing, boating and picnicking at several different islands. The fishing was not too good but the weather was terrific. Betty is our switchboard operator.

Marie Case in the Purchasing Department, and her husband, Lee, split their vacation. They spent their first week in Camden, Missouri in the Lake of the Ozarks region. They took in the "Ozark Opry," the Indian Burial grounds and the Bridal Cave. They also spent a delightful time on their friends' yacht. They drove home to attend their grandchild's christening. For the second week they chose to drive to Shawano Lake, Wisconsin for some fishing, swimming and boating. They, too, had good weather all around.



MARION STARKS and his family from Shreveport enjoyed their vacation trip to the West. This picture was taken in front of his brother-in-law's house near Los Angeles. Marion (with Disneyland hat) stands with his four children, cousin, mother-in-law, brother-in-law and his children.

Sam LaMargo, Credit representative, and his wife, Lucy, took their three children Mike 5, Mary 3½ and Carolyn 1, to several interesting places in and around Chicago. They visited Brookfield Zoo, Santa's Village, Kiddyland and the Museum. Sam decided to take only one week now and his other week later when he moves.

Ted Pikes, Midwest District manager, his wife Patricia, and their three children, Pat, Dave and Ted drove up to Boot Lake, Wisconsin, for some fishing and relaxing. Young Ted caught the biggest fish in the family and father enjoyed the good weather and the rest.

Mack Roach, superintendent, joined his wife, Elly, and their two daughters, Lea and Patti, in Houston, Texas for a week. Mack enjoyed visiting with friends and dealers down home. He also spent some time on the golf course, but no scores have been reported.

Bernice Behnke, Payroll Department, took the longest trip of any at the Chicago office. She and her friends drove about 4000 miles to see the west part of this country. They covered South Dakota, Iowa, Wyoming, Utah, Nevada, Nebraska and Montana. The points of interest included Yellowstone National Park, Salt Lake City, Utah, the Badlands, Mormon Temple and Grand Teton National Park. Bernice said they had beautiful weather except for a hail storm in Montana on August 11th. The hotels and motels along the way were clean and spacious and it was a wonderful trip to remember.

Dolores Booth, Billing Department, her husband, Bob, and their two children, Barbara and Jim, motored to Boulder Junction, Wisconsin for a two week stay. They were also joined by two of Barbara's friends



MEMORABLE TRIP to the West was enjoyed by the Steve Blackmans and the Eddie Newmans of Chicago, and young Edward Newman. This picture was taken outside the jail at Fort Dodge, Kansas.

and a cousin, Dolores is back at work and looks delightfully tanned.

We express our condolences to our Salesman Tony De Benedictis on the recent loss of his father.

SHREVEPORT PLANT

Marion Starks, winder man on the Asphalt Felt Machine, recently enjoyed two weeks' vacation in the West, making the trip with his wife, mother-in-law and their four children. Their first stop was in Arizona where they spent six days in church services. The next five days were enjoyed at Disneyland, Marineland and other points of interest in California. His wife, Ola Mae, took the accompanying picture in front of Marion's brother-in-law's house near Los Angeles.

Roy Burt vacationed in Detroit, Michigan with his brother.

Mike Humphrey, son of Huey Humphrey, and Johnnie Wise, son of Jackie Wise, were selected for the 1968 Times All City American Legion Junior Baseball Team. Johnnie laced the pill for a .381 mark and his wide range at short stop was a tremendous reason to be picked as well as his base stealing habit, which was one of the best in the league. Mike was the third baseman selected due to his ability to handle the hot corner. He also had a batting average of .341 and was a consistent hitter all summer. The boys played for Cobb's Barbecue. Mike will be a senior at Byrd High School this year and Johnnie was a 1968 graduate from Byrd. The parents have a right to be proud of these excellent ball players.

We extend get well wishes to Robert Jolley after an operation. By the time this is in print, we expect to see him back on the job.

Several of the Shreveport employees toured the West this year on vacations. The R. Dale Adams family spent three weeks motoring from Carlsbad Caverns to Yellowstone Park, visiting all the interesting points on the way.

Willie Smith, his family and some friends, went on a camping trip through Colorado and enjoyed it very much.

John Evans and his wife went as far west as Flagstaff, Arizona, driving through beautiful Oak Creek Canyon; then turned north to Grand Canyon and through southern Colorado.

Lucille and Floyd Sullins took LaVelle and Thelma Perryman, her sister and brother-in-law, in their camper on a trip that included interesting points in Texas, New Mexico, Arizona, Nevada, Utah and Colorado.

CHARLESTON PLANT

We are sorry to say goodbye to Dave McGriff, one of our salesmen from the Dixie District, but wish him much success in his new business. We would like to extend a hearty welcome to Jim Ogletree, who is handling this territory.

Gloria Patterson entertained all of us recently by showing slides of Germany and

various other places in Europe. The slides were sent by Gerri Patterson, former Bird employee, who is married to Glenn, Johnny.

Atlanta, Georgia, seems to be the place of attraction for many of us here in Charleston. Carolyn Lee and her husband recently visited there and enjoyed watching the Atlanta Braves play the New York Yankees. Mamie Powell and family also enjoyed Atlanta and especially the "Six Flags" Georgia. This event was also enjoyed by Barbara Roberts and her family.

We were delighted to welcome G. Puckhaber back after her short stay at hospital and pleased that she is getting along so nicely.

Mary Jo Rakoske and family recently visited friends and relatives in Tennessee. Mary Jo said that the Nashville area is so lovely this time of year.

We extend our condolences to Jim Derry on the recent death of his brother-in-law. Betty Truett is still talking about wonderful vacation she and her family enjoyed in Washington, D. C., Maryland, Pennsylvania.

Best wishes to Sue Powlas on her recent engagement — what a lovely diamond!

Jeanne Brooks certainly enjoyed her vacation this year. Jeanne visited her daughter-in-law and grandchildren in Detroit. She said the highlight of her vacation was visiting Niagara Falls.

Jean Minshew recently enjoyed a trip from her parents who came up from Tennessee. While they were here, Jean took them on a trip to Florida and also to visit her daughter, Jeannie Kay, in Ft. Valley, Ga.

We are all happy to see Bob Popp getting so well after his recent stay in the hospital. We are also glad to learn that his wife is recovering from her recent illness.

We have another new bride at Bird. Son, Peggy Campbell recently became a bride. Jim Bargoil in a lovely ceremony attended by many of us. Peggy was honored at a bridal shower given by Barbara Roberts.

Welcome back to JoAnn Brown who recently returned after a major operation.

Bill Price and family just returned from a trip to the Boston area where they visited friends and relatives. Also visiting Boston were Ernie Zinkowski and his family.

We all wish the best of everything to Linda Beavers who left this month to visit her parents in California. Linda worked our Billing Department.

We were all proud to hear that L. Usry has been elected treasurer of the Industrial Management Club.

Melba LaCoss and husband enjoyed visiting with her parents in Mississippi.

Bill Murayk and family spent a few weeks in the mountains of North Carolina. We all wish the best of everything to a lot cooler there than Charleston where we have been suffering with 90 to 100 degree temperatures for the past three days. Jimmy Owens and family were also in North Carolina enjoying the coolness.



FAREWELL AND GOOD LUCK! When O'Brien left the Chicago office for his assignment in California, there was a lively party and a sign on the blackboard, "Long and Good Luck to a young man who tried harder and MADE IT! Congratulations to this picture are the O'Brien's and daughter, Kathleen, with Office Manager Robert Macleod.



OF THE CROWD of 240 who attended the very successful Annual Chicken Bake held at 11 at the Walpole Sportsmen's Club.



FOR ALL as the children at the Chicken Bake dug for coins in the sawdust pile. But, one referred her chicken. "A bird in the hand, etc.!"



MAN, ONE HAND! We hope this lass with the sunbonnet caught her fish and won a prize at the Fishing Derby which was attended by 70 children.

Full Summer Calendar Enjoyed By Many in Tri-Mill Sports Club

During the summer the Tri Mill Sports Club has put on several successful events. Back in June about 70 enthusiastic children participated in a Fishing Derby at the Wrentham Sports Club.

In July the Club sponsored a Deep Sea Fishing Party. Their boat sailed out of Plymouth harbor for a day of cod fishing. A good catch was taken, the cod weighing 3 to 6 pounds. A good time was had by all.

The annual Chicken Bake on August 11 at the Walpole Sports Club attracted a large crowd of 240 members and their families. Races were held for the children, and the ever-fun game of digging for coins in a sawdust pile. The menu that day included: Charcoal broiled chicken, tossed salad, potato salad, corn on the cob, and buns, plus liquid refreshment for young and old.

Contributors

The following reporters contributed news for this issue of The Review: Cynthia McLaughlin, Harriet Sutherland, Arthur Chamberlain, Milton Gardner, Robert Nordblom, Alfred Breen, Catherine Brady, William Ford, William Grinavice, Mary Driscoll, Ted Pierce, Helen Lane, Beatrice Tyrrell, Kevin Connor, Geri Enberg, Frank Markham, Robert Zobel, Robert Roby, Rita Fedor, Ray Bearce, William Grazado, Edward Knaus, Lucy Sullins.

LONG SERVICE LIST

OCTOBER 1968

Name	Year	Dept.	Yrs.
Catherine M. Brady	10-7-18	Shoe Ctn. Div.	50
John P. Walsh	10-18-28	Fibre Box Div.	40
Louis O. Hertel	10-29-28	Shoe Ctn. Div.	40
Stephen Joyce	10-2-53	E. W. Maint.	35
Elizabeth L. Connolly	10-2-53	Finishing Mill	35
Henry Bochanowicz	10-26-38	Fibre Box Div.	30
Daniel J. Benedetti	10-27-38	Fibre Box Div.	30
Chester J. Gruskeski	10-28-38	Paper Mill	30
Edward T. Mingels, Jr.	10-29-38	Office	30
Albert C. Morelli	10-26-53	Fibre Box Div.	15
Angelo J. Risotti	10-28-53	Fibre Box Div.	15
Michael Caulfield	10-30-53	Fibre Box Div.	15
Stefan Makar	10-14-58	Fibre Box Div.	10
John Lydon	10-29-58	Shoe Ctn. Div.	10
George J. Tooker	10-1-63	V. P. Paperboard Prod. Div.	5

Joan Walmsley	LEWISTON 10-28-53	15
Robert C. Harden	MANCHESTER 10-19-53	15
Curley Orr	CHICAGO 10-7-53	15
David Miller	10-8-53	15

Geronimo Martines	CHICAGO FELT MILL 10-1-53	15
Joe L. Rangel	10-14-58	10

Alton Myers	SHREVEPORT 10-9-53	15
Rodney D. Squyres	10-13-58	10

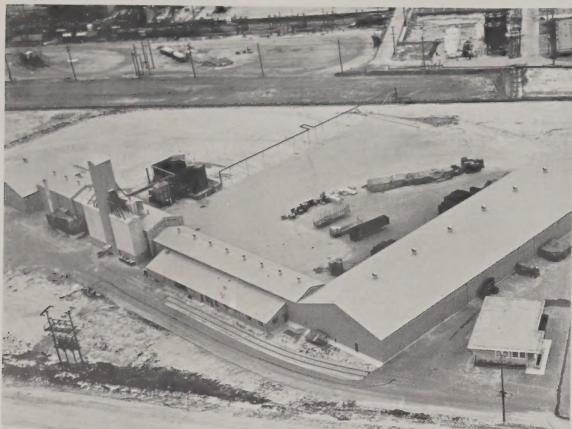
Peter N. Couture	TUBE DIVISION 10-15-28	40
------------------	---------------------------	----



OBVIOUSLY ENJOYING THEIR CHICKEN are Mr. and Mrs. Arthur Chamberlain and several youngsters gathered 'round.



SOME HOPEFUL WINNERS cluster around John Wozniak at the June Fishing Derby held at the Wrentham Sports Club.



PABCO WILMINGTON PLANT. Granule tower and main machine room, left center, warehouse at right, office at the far right.

Meet the Managers

(continued from page 1)



WILMINGTON EXECUTIVES: Left, George R. Mallory, plant manager; right, George D. Page, Jr., Southern Division sales manager.

Mr. Mallory's service dates from 1962 when he joined Pabco as manufacturing engineer at the company headquarters in San Francisco. He has been Wilmington Plant Manager since 1965.

He holds a degree in Mechanical Engineering from the University of California (Berkeley, 1951). He was an Army pilot with a 1st Lieut. rating from 1951 to 1954, and worked for Kimball Manufacturing Corporation from 1955 to 1962. Beginning as engi-



MARTINEZ EXECUTIVES: Left, John W. Nutt, plant manager; right, John W. Hoover, Central District sales manager.

neer, he rose to vice president for Engineering, Purchasing and Production before leaving to join Pabco in 1962.

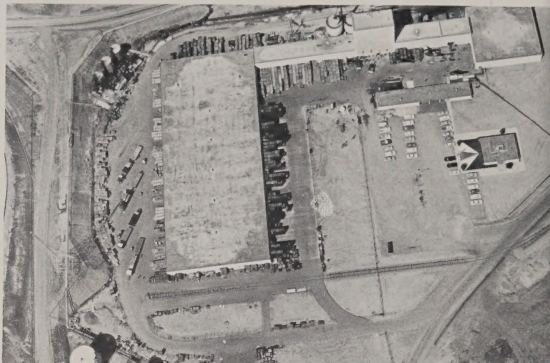
Mr. Page first worked for Fibreboard Corporation in 1951, as a Building Materials sales representative. He left in 1955 to become a sales representative for a year with Asphalt Products Company, returning to Fibreboard in 1956. In 1960 he was promoted to Northwest District sales manager of the Pabco Roofing Division, and in 1963 was made sales manager of the Southern District, his present position. Prior to joining Pabco-Fibreboard for the first time, he worked five years as a sales representative of Security Building Materials. He attended the University of California at Los Angeles for three years, and from 1942 to 1945 served in the U. S. Army.

JOHN W. NUTT is plant manager at Martinez and, serving as sales manager of the Central District at that location is **JOHN W. HOOVER**.

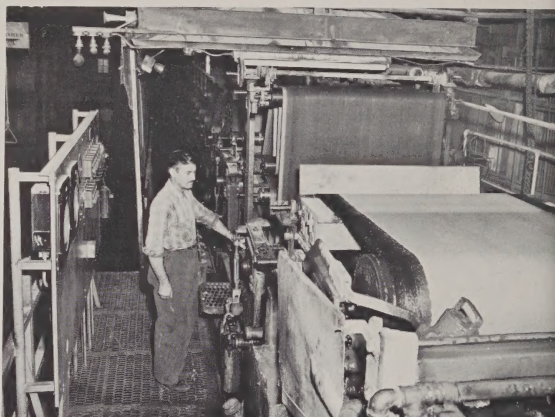
Mr. Nutt studied Mining Engineering at college, worked as a machine operator and later shift foreman at Kennicott Copper Co. from 1938 to 1946; was Roofing Plant manager for Flintkote Company from 1946 to 1962; and joined Pabco in November 1962 as superintendent of production at Martinez. Since 1963 he has served as plant manager.

Mr. Hoover served in the U. S. Air Force from 1941 to 1944 as a pilot and was a Northwest Airlines pilot from 1944 to 1947. He then was employed between 1947 and 1951 as a sales representative for three different firms, serving for a time as district manager for one of them — World Toy House, Inc.

He joined Fibreboard's Floor Covering Division on February 1, 1951 as a sales representative, advanced to Southwest regional sales manager in 1955, regional manager in Dallas, 1956, merchandise manager, 1957 — all in the Floor Covering Division. Then in 1960 he was made general



PABCO MARTINEZ PLANT. The finished goods warehouse is at the left, the raw felt warehouse at upper right, with the machine room between the two warehouses. The office building is at right center.

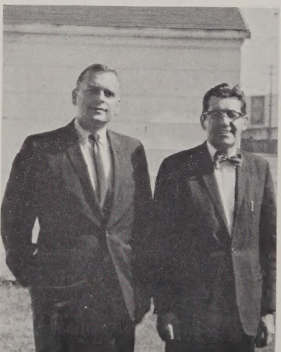


FORMING END of Felt Machine at the Portland Felt Mill.

merchandise manager of Construction Materials and in 1963 Central District sales manager at Martinez.

At the northern plant in Portland, Oregon, **FRANKLYN W. WOOD** is the plant manager and **ROBERT L. KALTE** the district sales manager.

Mr. Wood is a mechanical engineer graduate of Iowa State College, class



PORTLAND EXECUTIVES: Left, Robert Kalte, Northwest District sales manager; right, Franklyn W. Wood, plant manager.

of 1942. The U. S. Marine Corps was his first "employer." He served World War II from 1942 to 1945 as a 2nd Lieut. Then followed engineering assignments with Western Electric Company and Marchant Calculator for the next five years. From 1951 to 1953 he was plant superintendent at Oakland Engineering Company, electrical fixture manufacturers; and December 1953 he joined Fibreboard Corporation as engineer. He eventually became plant engineer and then plant manager at the Redwood City Plant and since 1959 has been plant manager at Portland.

Directing sales in the Northwest District, Robert L. Kalte has been eleven years with Pabco. He was sales representative from 1954 to 1957, resigned to work for several years with Asphalt Products Company and later Celotex Corporation as sales representative, and returned to Pabco Roofing Sales in August 1962. He has been Northwest District Sales manager since 1963. His college education was in engineering at Los Angeles City College. For five years, from 1949 to 1954 he was assistant manager of A. L. L. Roofing, prior to joining Pabco for the first time.

The BIRD REVIEW

Volume 56 No. 10

Published for Bird & Son, inc. employees and their families

October 1968

NEW TUBE PLANT AT LAWRENCE



ALREADY COMPLETE. The new plant for Bird & Son tube production was being made ready for occupancy at the Lawrence Industrial Park as this exterior photo was taken in September.

Karl H. Larson Promoted to Sales Service Manager for Special Papers

In September Vice President George W. Kimball announced the appointment of Karl H. Larson as scheduler and sales service manager for Special Papers. Larson has been Planning supervisor for the Paper Mill since 1965. Now, in addition, takes on the sales service function. Paul Whitty has at the same time relinquished his sales service duties and will spend full time on personnel duties for the Paper Mill.



Karl H. Larson

Karl Larson joined Bird & Son in April 1946, working on the paper machines. A graduate of Walpole High School, he had previously worked on the paper machines at Hollingsworth and Vose for six years, spent two years at various clubs in eastern United States as a musician in a dance band, and served from 1942 to 1946 with the U.S. Army in the Pacific theater.

He transferred to the Finishing Mill in 1947 and in January 1950 to the Paper Mill Laboratory as a laboratory assistant. It was from this job that he was promoted to planning and scheduling work in 1964, becoming Planning Supervisor in 1965 upon the retirement of Kenneth Rouillard. While working in the laboratory, Karl studied two years nights at Northeastern University, taking courses in mathematics and basic chemistry.

Talk to any yachtsman in the Attleboro area and he'll tell you that Karl

(continued on page 2)



INTERIOR of the new Bird plant at Lawrence, Mass., as it appeared last month. Side walls of concrete block and steel roof girders are visible here. The roof is a Bird Built Up Roof and the side walls of the office section will be covered with Bird Solid Vinyl Siding.

Big Entertainment Group Preparing Special Show — "Hail to the Hopies!"

The Bird Club Hospital Show is off and running in what will unquestionably be its biggest year — in service and in numbers of performers. About 35 dancers, singers, and instrumentalists have signed up for one or more of the six scheduled shows.

The season starts on October 15th with a full program offered at the Foxboro State Hospital. The November show will be at the Paul A. Dever State School on November 12th. A rehearsal for all performers was held at Elks Hall, Norwood on September 30th.

The biggest and most ambitious show of the year will be staged on Sunday November 24 at the Walpole High School Auditorium. Called "Hail to the Hopies!", it will be sponsored by the Norfolk County Chapter for Project HOPE. This benefit performance, starting at 7:30 P.M., will be dedicated to the Hopies — the doctors, nurses and other personnel from all over Massachusetts who have served in the past on the S.S. HOPE. A number of them will be present that evening; Malcolm Hill, New England

W. J. Hill Drivers Win Safety Award

The W. J. Hill Division is again a winner.

On September 11 General Traffic Manager W. S. Kimball received for Bird & Son a plaque stating that the company had won the Safety Contest in the one million to 2.5 million mile category for 1967-68.

Plaques are awarded annually in four categories by the Massachusetts Motor Truck Association, Inc., according to the number of miles driven. There is only one higher category than the one won by Bird & Son — the 2.5 million to 5 million miles.

Senator Conte, chairman of the State Committee on Public Safety made the presentation to Mr. Kimball. And he in turn has presented the plaque to the Hill drivers where it will hang in the driver's room along with two other awards received in 1966 — a similar award for the one million to two million mile category and a beautiful trophy for achieving the best record in the state for accident frequency.

Field Director for Project HOPE will present them to the audience. In addition two women from Ceylon, attired

(continued on page 2)

Moving Day at Main Office Prepares for Computer

Friday night and Saturday, September 20-21, were moving days at the Main Office.

In anticipation of the installation of an IBM Systems 360 Computer for data processing, four major departments moved to new locations. First, a decentralization of the Purchasing Department relocated Herbert Church and Margery Menadue at the East Walpole Mill Office, where Mr. Church is now purchasing agent for the Paperboard Products Division; and Arthur Plummer, as purchasing agent for the Building Materials Norwood Division, at the Norwood Roofing Plant Office, with Natalie Lee to assist him. Corporate Purchasing and the Traffic Department remain at the same location in the Main Office, with William Kimball as Director of Purchasing and Traffic.

The Norwood Division Building Materials Sales Department moved into the area vacated by the Purchasing staff, and the Shoe Carton Sales Department moved forward to the area nearest the entrance from the reception desk.

The Building Materials Group Accounting personnel moved into the ground floor section made available by the previous moves. This brings together all the staff executives and their personnel in the Building Materials Group: Sales Manager, Director of Advertising, Manufacturing Vice-President, Merchandising Service Manager, Built-Up Roofing Manager, and Group Accounting Controller.

Three Purposes

These several moves accomplish three major purposes: They —

1. Provide space for the installation of the new computer which will handle a greater flow of work to make accounting reports more efficient and timely. The target date for the installation of this large IBM System 360 is some time in November. It will be set up in the area left vacant by the Building Materials Group Accounting move to the floor below.
2. Decentralize the purchasing functions so that they tie in directly with the several areas of responsibility. Each production area has its purchasing located now at its own office. Purchasing for the Main Office is done by Office Manager Lawrence Lindblom and Corporate Purchasing still remains in the original location.
3. Centralize all Building Materials Group staff functions by bringing the Group Accounting into the same area as the other staff departments reporting to Group Vice-President P. C. Johnson.

(continued on page 4)



The BIRD REVIEW

Vol. 56 No. 10

October 1968

mi
ed

Published for the employees of Bird & Son, Inc., and their families.
Editorial Office at East Walpole, Mass.

Member of Mass. Industrial Editors' Association and International Council of
Industrial Editors, Inc.

EDGAR M. GROUT, Editor

JOHN J. MURPHY, Adviser

BONDS BETTER THAN EVER

Effective June 1, 1968, the interest rates for both United States Savings Bonds and Freedom Shares went up.

In announcing the change, President Johnson said, "The new rate on both E and H Savings Bonds moves from 4.15 per cent to 4.25 per cent — the maximum permitted by law. This higher rate will apply not only to newly purchased Bonds but also proportionally to all outstanding E and H Bonds for their remaining period to next maturity. Thus, present bond owners will be rewarded for investing in America and will not have to cash in their present bonds to take advantage of the higher rates.

"The rate on Freedom Shares is increased from the present 4.74 per cent to a full 5 per cent when held to maturity of 4½ years. They are Savings Notes, rather than Savings Bonds; there is no provision in the law for applying this increase to Freedom Shares which are outstanding.

"Limitations on the combination purchase of Bonds and Freedom Shares have also been relaxed so that any American, at any time, may buy this attractive savings package over the counter at his bank rather than only through a 'Bond-A-Month' Plan.

"Savings Bonds and Freedom Shares now become a more attractive investment than ever before. As a true obligation of the United States they are the ultimate in safety — a solid and secure base on which any family's savings and investment program might well be founded. They pay a good, an absolutely guaranteed rate. They are ideally suited for any important long range goal, such as education, home ownership, or retirement. But aside from these practical benefits these securities offer much more. They offer an opportunity for the citizen to participate in America's goals and dreams — to become involved in the achievement of all of the things in which we aspire as a free people."

Otis Pitts, Jr. Elected President, Suppliers Group

Otis Pitts, Jr. Bird salesman in the Charlotte, North Carolina area, was elected president of the Carolina Suppliers Group at the 1968 Convention of the Carolinas Roofing & Sheet Metal Contractors held recently at Myrtle Beach, South Carolina.

The Roofing & Sheet Metal Contractors group is an organization of manufacturers who supply materials to the roofing contractors in North Carolina and South Carolina. The Suppliers Group of which Mr. Pitts is president, is charged with arranging the entertainment at the conventions.

Otis Pitts has been attending these conventions since 1961 when he first went as a Bird & Son representative. He returned to the conventions in 1962 and 1963, taking an active interest in the workings and happenings of the convention. Otis was asked to take charge of the entertainment for the convention in the summer of 1965 and that same year he was elected secretary-treasurer for the 1965-66 Association year. In succeeding years he moved to second vice-president, first vice-president and now this year was voted in as president.

Otis says he feels that this is one of the best ways to keep Bird & Son foremost in the minds of the best roofers

in the two states. His friends and associates in the Charleston sales group are pleased and proud of this honor which has come to him.

Larson Promoted

(continued from page 1)

is an authority on safe boating. He is an ardent boatsman himself, and for many years has been a part time instructor in water safety for the U.S. Power Squadron which conducts classes in Attleboro. Larson teaches both water safety and advance piloting.

The entire Larson family from Barbara, his wife, down to the youngest of their seven children, are boating enthusiasts. Karl owns a 19 foot boat with outboard motor and trailer. They often go to Waquoit Bay or some Cape area for overnight camping, then cruise the Cape waters, sometimes as far as Provincetown. They have also, under favorable weather conditions, cruised from Boston to Portsmouth, N.H.

Karen Larson, the oldest in the family, is a graduate of Boston State College and now teaches in Fairhaven. Gail is a secretary at the John Hancock office in Norwood. The other children are all attending the Walpole schools: Michael, 16, Barbara, 14, David, 12, Peter, 10, and Paul, 8. The Larsons live at 645 Washington Street, East Walpole.

Hospital Show

(continued from page 1)

in their native dress, will also be present and will attest personally to the work of the famous hospital ship which will then be moored at Queen Elizabeth Quay in Colombo, Ceylon.

The local HOPE chapter, the only one in Massachusetts, was first organized in 1963 by Mrs. William Bloom of Norwood who has continued to serve as chairman. "Hail to the Hoopes!" will be the fourth effort at fund raising by this group for the S.S. HOPE and its healing-teaching mission which has taken it to every continent. In 1965 three recovery room stretchers were donated by the local group from the proceeds of "Everybody Loves Opal" presented by the Norwood Curtain Timers.

Mrs. J. Osborne Holmes of Norwood is serving as ticket chairman and a large ticket committee is being recruited to assure the success of the fund raising evening with entertainment by the Bird Club Hospital Show on Sunday, November 24. Mrs. Ethel Balduf of Norwood is in charge of the publicity.

The Bird Club Hospital Show Committee is headed by William Grazado and Julia Lewis as co-chairmen. Other members are Louise Conti, Ruth Phelan, Muriel McDonald and Frances Rubini. The more than 35 performers come from all the surrounding communities and include Bill Grazado who presides at the piano and plans each show, and Joanne Valerio of the Main Office, a folk singer.

Recent Deaths

Michael F. Powers

MICHAEL F. POWERS, 368 Washington Street, East Walpole died on September 13, 1968 at the Maple Grove Manor Nursing Home at the age of 94.

Born in Hartford Conn., he was employed by Bird & Son 47 years in the East Walpole Plant. During most of these years he was a member of the Yard crew, retiring from the Company in July 1948.

He is survived by his wife, Mrs. Annie Powers; three sons, John F., superintendent of schools in Walpole, William H., employed by the W. J. Hill Division, and M. Edward Powers of Grosse Ile, Mich., and five grandchildren.

Funeral services were held on September 16 with a high mass of requiem at St. Mary's Church, East Walpole.

John J. Foley

JOHN J. FOLEY, retired from the Paper Mill since July 1948, died in Wrentham on September 6, 1968 at the age of 85.

Joining the company in March 1915, he worked for many years in the Beater Room of the Paper Mill until his retirement 20 years ago.

Born in Ireland, and a resident of Norwood for many years, he was the father of Mrs. Sadie Scheufele of Natick, Mrs. Ann Carlson of Illinois, Francis P. Foley of Los Angeles, John J. Foley of West Palm Beach and a brother of Mrs. Catherine Salmon of Norwood.

Funeral services were held on September 10 with a requiem mass in St. Catherine's Church, Norwood.

Harry A. Dresser

HARRY A. DRESSER, plant engineer at the Norwood Roofing Plant for many years, died at the Norwood Hospital September 29 at the age of 85. He had been retired since June 1950.

Starting in February 1923 at the Norwood Roofing Plant as a draftsman, advanced to foreman, then master mechanic and in 1935 was promoted plant engineer, the post he held for years to his retirement. After retirement from Bird & Son he worked for a number of years for Conrad Engineering Co. of East Walpole.

Funeral services were held on October 1st at the May Funeral Home, Norwood. He is survived by his wife, Alice M., of Hoyle Street, Norwood; a son, Kenneth of Westwood; a daughter, Mrs. Marie L. Redmayne of South Boston, Virginia; three brothers, four grandchildren and four great grandchildren.

Stanley Jezulewicz

STANLEY JEZULEWICZ, 32 Hills Avenue, Norwood, died on September 27 at the age of 71.

He retired in December 1963 after 42 years in the Shipping Department of the Norwood Roofing Plant. For many years he was a checker driver.

He is survived by his wife, Micheline, a son, Edward, and a daughter, Mrs. Jan Corcoran, of Norwood, and four grandchildren. Funeral services were held at St. Peter's Church, Norwood, on September 30.

TOP OF THE NEWS

MAIN OFFICE

Gertrude MacDonald and Alice Westrom had a very enjoyable vacation trip to the Pennsylvania Dutch country, visiting Gettysburg, Hershey and the famous Amish open air market in Lancaster.

Joy Holmes enjoyed an early fall vacation in New Hampshire.

Julie Kucab spent some of her vacation time at her summer home in Goffstown, New Hampshire.

Mary Nevins was anticipating at the end of September a pleasant vacation trip to visit her mother and her brother and her family in Richmond, Virginia.

Hannah Flavin is just back from a wonderful three weeks tour of Europe which she enjoyed with members of her family and a friend. First they flew to Geneva at Lucerne, Switzerland for five days, taking side trips to Mt. Pilatus and Interlaken. Then they flew to Vienna for three days of sightseeing and concerts. They visited the famous Hapsburg Castle, attended a Viennese concert in a beautiful hall with crystal chandeliers, and saw the famous Lippizaner horses at the Riding School.

From Vienna they took a train through the Rhineland to Amsterdam, Holland, for more sightseeing and a boat trip on the canals through the city. Flying on to Ireland, they had a delightful 900 mile trip by car through the Irish countryside, seeing many famous places and visiting friends and relatives. While in Dublin they attended a play at the Abbey Theatre. Their flight home was from Shannon.

MAINTENANCE AND POWER

A large crowd of over 100 was present at the Royal Steak House on September 2 to say "Have a happy retirement" to Mary Naughton, who retired on September 2.

er 34 years of service. It was sort of a union as well as a retirement party, because a number of his old friends who had hired or left the company were back to wish him well. Bob Holman served as master of ceremonies and he was joined by Lili Petroni, Bjorn Lehto and John Burke, all of whom spoke highly of Mary's long service to the company. With him at the head table to receive best wishes was his wife Kay, the former Katherine Frederick who used to work at the Main Office. Also their son Dennis and his wife were present. Marty was presented with a lot of money which represented contributions from not only those present but many other friends in the company who were able to attend.

WALPOLE FIBRE BOX PLANT

We are glad to report that Charles White out of the hospital and recuperating at home.

James Loring recently underwent an operation at the Newton Wesley Hospital. He all wish him a speedy recovery.

Bruno Stravinski is home from the hospital and feeling better, and we hope to see him back to work soon.

HOE CARTON PLANT

George Chapman and family spent a vacation on the Cape.

Nader Kallid and his family divided their vacation time between Provincetown, Massachusetts and a trip to New Hampshire.

Anne Walker of the Plant Office spent few days at Lake Winnepesaukee in New Hampshire.

Leo Levitt and his family enjoyed a vacation at Lake Mooselookmeguntic in Maine.

It is nice to see Bernard Pelinski and Eddie Maloof back to work after being on sick list.

And we all hope that Martin Saulen is on the mend after a recent operation.

On August 25 a number of workers of the Shoe Carton Plant attended a dinner at the Colonial Inn in Medfield to salute William Duquette who recently took an early retirement after forty-three years of service. Bill was presented a check by his low workers, who gave him their best wishes on his retirement.

It was an especially nice vacation for Steph Smeltor in September this year. His son came home from Germany after a year's tour of military duty, and his other and father celebrated their sixtieth wedding anniversary.

NORWOOD ROOFING PLANT

It was a happy and long to be remembered occasion when Mary Driscoll was retired at her retirement party on September 26 at Sandy's in Plainville. A large crowd of her friends gathered to honor her retirement but her fifty years with Driscoll & Son, which she reached on September 6.

In addition to Mary with her fifty years of service, also present were Helen White and Marion Smith, both of whom have recently completed fifty years, and Catherine Brady who reaches her half century mark early in October — the four of them presenting two hundred years of loyal service to Bird & Son.

Roy Walton was the master of ceremony, and John Koval and Jim Mack spoke words of congratulations and good wishes, followed by Dick Carberry who in addition to his greeting, also presented her with a portable TV set. Everyone spoke of it as one of the nicest parties in a long time, working hard to make it a success were Dick Carberry and Ruth Phelan, who handled the arrangements.

Dennis Kennedy recently spent a vacation driving through Canada with his wife. While there, they visited Expo 68.

Charles Sansone, visited Washington, D.C. for a week, taking the city tour and serving with interest how our many ranches of government operate.

Francis Brown and wife Mary celebrated their twentieth wedding anniversary with friends at Fontaine's Dicken's in Wrentham.



FAMILY AFFAIR. It was a happy occasion when Raymond Guskis's son, John was married in August at St. John Fisher Church in Chicago. Ray is foreman of No. 6 Machine at the Chicago Plant. John and his bride, Peggy Ann are in the center. At the left is Roy, in formal dress, and his daughter Darlene and son-in-law, Tom. At the right of the bride couple are Mrs. Eva Guskis, son, Ray Guskis, and daughter-in-law, Nancy. The bridegroom is recently back from a tour of duty in Vietnam.

A good time was enjoyed by all. We at the mill also extend our congratulations and best wishes.

Louis Gabrielli spent a week touring Maine and the Cadillac Mountain area, and reported a wonderful trip. Now that he has seen the rockbound coast of Maine, he is contemplating a trip to the sunny shores of California.

MANCHESTER PLANT

Welcome back to Roxanne Pettis, a former employee who has returned to work here again.

Taking leave vacations were Bea Tyrrell and Bob Harden.

Doris Kucak tells us she enjoyed her trip to Canada to visit the Man and His World exhibit at Expo. The foliage in the northern part of the state was at its peak in early October, and what beautiful weather for sight-seeing!

CHICAGO ROOFING PLANT

We are happy to report that our Salesman Fred Busselle is on the mend after a bad automobile accident. Fred reports that his car is a total wreck, but is thankful that neither he nor the occupants were seriously hurt.

We are proud to announce the addition of a new salesman by the name of John Thomas. John was born in Elmhurst, Illinois and attended Lane Technical High School. He went on to graduate from Fullerton College in California. He was Illinois State swimming champ in his Junior and Senior year, and also won the National Junior College Championship for the 100 yard free style. John and his wife reside in Elmhurst with their 13 year old son.

Geri Enberg spent one week of her vacation just resting and playing golf. She finally broke 60 for 9 holes. This is her third year at the game and she posted a 56. Geri thought her little poodle was quite smart because she would retrieve golf balls left in the park near her home. But last week when the dog found what she thought was a golf ball and brought it to Geri, she found out it was just a large mushroom. There is a moral here somewhere! Geri is saving her second week for some Christmas shopping, and maybe some more dog training.

Lillian Fuerst and her husband stayed home to watch construction of their new two car garage. Lillian said a lot of work had to be done before and after and she is very thankful the whole job is finished. Last year some youngsters sprayed her white car with some black paint, but now Lil won't have to worry about vandalism. They did take one day off to drive to New Glarus, Wisconsin which is inhabited by the Swiss. In fact the whole town has the flavor of the Swiss Alps, yodelers and all. Even the buildings are beautifully authentic and the restaurants serve delicious food.

Frank Mucha of Traffic and his wife and five children drove to Natchiana Shores, Indiana where they rented a cottage. They enjoyed swimming and a sailboat ride. Frank said they drove to Michigan City to the Tinker Dam, an exclusive gift and souvenir shop where the children happily selected their mementos. The weather report from the Mucha family was HOT.

Helen Rhein and her husband put some miles on their new car by driving to St. Ignace, Michigan. Then they took the ferry to Mackinac Island where no cars are allowed. Then they drove to Ely, Minnesota to visit some relatives. On to Janesville, Wisconsin and then back home for a few days. They were soon off again to East Peoria, Illinois then on to Eureka, Missouri to visit Helen's brother who is a priest. Helen and Walter said the weather was too hot in Missouri so they headed back home.

Alberta Buskirk, sales correspondent, and her husband Chuck and their married daughter Duvla flew to San Antonio, Texas to visit their daughter Dawn who had just completed six weeks of basic training with the Air Force. Airman Dawn Buskirk will now start an extensive eighteen week training course in Air Traffic Control. We hope to have a picture of Dawn in her uniform for everyone to see. The family stayed at the new Palacio Del Rio Hilton in San Antonio which Alberta said was beautiful. From their room on the 19th floor they were able to look out and see the Hemisphere. They also took a boat ride around the river that seemed to circle the Hemisphere.

We offer our condolences to Salesman Harold Groters on the recent loss of his father. And to Agnor Oberg, of the Maintenance Department, on the loss of his brother.

CHICAGO FELT MILL

Harry Zajakowski and his family spent two weeks in New York visiting relatives. Harry said the best part of the trip was that his wife did all the driving.

Albert McKay and his wife tried out their new Volkswagen Camper by driving to Arkansas for some sightseeing.

Jim Bender and his family spent two weeks in Green Bay, Wisconsin.

John Estevez took his boat and went fishing at Gun Lake in Michigan, and then tried the Mississippi. John said he caught a 10 pound Walleye.

We welcome Ray Rivas who is back after an extended stay in the hospital. We all hope your good health continues Ray; it's nice to have you back.

John Majchrowski spent one week of his vacation in Canada and the other week in Arkansas doing some fishing. He reports that he caught a 15 pound Northern Pike.

John Grande flew to Italy with stops at Rome and Sicily. While in Rome John saw the Pope and also attended Mass at St.

LONG SERVICE LIST

NOVEMBER

Name	Year	Depts.	Yrs.
Margaret Delaney	11-26-23	Office	45
Edgar M. Groll	11-19-28	Office	40
Robert W. Eltis	11-1-38	Paper Mill	30
Frederick Picard	11-1-38	Roofing Mill	30
Earle G. Quimby	11-5-43	Paper Mill	25
Nancy W. Knox	11-2-53	Office	15

PHILLIPSDALE

William Barratt, Jr.	11-30-53		15
Richard Vieira	11-30-53		15

CHICAGO

Steve Blackman	11-17-48		20
Philip D. Leon	11-16-48		20

GLENWOOD

Robert P. Stewart	11-2-48		20
-------------------	---------	--	----

PERTH AMBOY

Richard Emerson	11-10-33	General Mgr.	35
Clarence P. Parker	11-16-55	Sales Manager	15

SUGGESTION AWARDS

In September three Norwood Roofing Plant employees received awards for acceptable ideas:

Peter J. Carchedi, FBM	\$25
Martin Yrkkouskas, FBPM9	25
Arthur C. Swanson, FBPM1	5

Peters. What a beautiful vacation that must have been.

Nati Salazar, production supervisor, drove to Texas with his son Ray and his brother Pedro. He visited his brother in McAllen, Texas, and also some relatives in his hometown of Hidalgo. Then they crossed the border and went to Monterey, Mexico to visit other relatives. On their return trip home to Chicago they stopped off in San Antonio, Texas to see the Hemisphere, the Alamo and some more relatives. They had a grand time in spite of some very hot weather.

SHREVEPORT PLANT

Congratulations to Nelwyn G. Loftin, daughter of Mr. and Mrs. H. B. Loftin, our Jackson, Mississippi sales representative, for being selected as one of the semi finalists in the 1968-69 National Merit Scholarship Program. Nelwyn was one of 161 Mississippi High School Students selected and will compete with selections from the other states for approximately 3,000 merit scholarships to be awarded next spring.

Lewell Byrdson reports a wonderful vacation visiting his sisters and brothers in Los Angeles, California. He went out to Wilmington and toured the Pabco Roofing Division, Bird and Son Inc., of Mass., and visited with the employees. He then flew to Fairbanks, Alaska to visit his brother. They went camping 200 miles from Fairbanks, caught fish until he was tired of them and

(continued on page 4)

Contributors

Reporters contributing to this issue include: Louisa Graham, Joanna Smith, James Barnes, Alfred Breen, Catherine Brady, William Ford, William Grinavich, Julius Sackmeyer, Ted Pierce, Mary Driscoll, Beatrice Tyrrell, Geri Enberg, Willie Smith, Kent Colvin, John Evans, Leonard Weaver, William Grazaado, Julia Lewis.

The Blonde Down the Hall opines that there are some four-letter words that shock new brides. Words such as: cook, wash, iron . . . !

Along The Line

A telephone operator was a bit startled when a little boy called in and asked her to dial a local number. She asked if he couldn't dial the number himself. "No," said the little boy, "my dial's full of holes."

Along The Line

Days of Leisure Arrive For Three at East Walpole



Matthew Naughton

Horace P. Morton

Retirement day arrived on September 30 for MATTHEW S. NAUGHTON, Maintenance Department foreman, after 34 years of service in Bird & Son, Inc.

Foreman of the Millwright and Yard Departments for the past 22 years, Matty Naughton started working for Bird & Son as a millwright in April 1934 — temporarily, for 3 weeks. Somehow the work sort of stretched out!

Andy Urquhart was his first boss, with Joe Sheehan as plant engineer in charge of all maintenance at that time. He continued on millwrighting and carpenter work up to the time of his promotion to foreman of the Millwright, Trucking and Yard Departments in April 1946.

He remembers well the building of the accounting offices on the top floor of No. 2 Box Shop Building. Many years later, when the move was made to the present Main Office in 1958, he supervised the tearing out of all of these same office partitions to make room for Shoe Carton storage. One of his earliest recollections is the day he first applied for work. When he told Personnel Director Ben Rogers that he had been installing Bird Shingles for a living, Mr. Rogers said he would rather have Matt putting on the shingles than making them. In those deep depression days, selling shingles was a bigger problem than making them.

Matt is married to the former Katherine Broderick who at one time worked in Floor Covering Sales at the Main Office. They have a married son, Dennis, who teaches at Millis High School. Dennis, incidentally, is named after his grandfather who was also a Bird & Son employee for many years.

Matt plans to keep busy at his old trade of carpentry. He believes the only way to keep young is to keep active. Between his home here on Bird Street in East Walpole, his summer home at Falmouth on the Cape, and his son's apartment, he should not have to look very far for work.

HORACE P. MORTON, Norwood Division Roofing salesman, retired on September 30 after 40 years of service. It has been almost 40 years to the day, because he began on September 6, 1928, the Wednesday after Labor Day.

Assigned first to work at the Norwood Roofing Mill where Eli Chamberlain was then superintendent, he was very shortly sent to Connecticut to cover for a salesman who was sick. At the first of the year 1929, he was transferred to Worcester County and part of Middlesex County in Massachusetts, again to fill in temporarily. And this "temporary"

assignment has lasted for over 39 years!

Horace, who has always been very active, suffered a heart attack in July. He made a good recovery, but has decided to retire at this time to enjoy life at a slower pace at his home at 72 Chestnut Street, Weston, where he and his wife, Ruth, live. They have one son, Peter, who is married and is assistant executive vice president of the New England Federal Savings and Loan Bank League. Peter is also a good photographer, as proved by the good picture he took of his father which appears on this page.

Both on Cape Cod and at Santaball Island in Florida the Mortons enjoy watching the bird life of the area, especially the shore birds. Horace has a fine telescope which gets frequent use on these birding expeditions.

ROBERT A. BEATTIE, New England District sales manager for the past nine years, retired at the end of September. His Bird & Son service dates back to April 21, 1930 when he joined the Building Materials Division at East Walpole as a sales representative.

From February 1931 to his appointment as sales manager in November 1959, he was a Building Materials salesman out of East Walpole covering the New Hampshire territory.

As sales manager he has been responsible for Building Materials sales in all six New England states.

Bob and Kay Beattie have already moved from Brookline, Mass. to their year 'round home on Governor's Island, Laconia, N.H. where he is looking forward to a good rest in this beautiful area near the White Mountains. This is home territory for Bob, since he not only sold for Bird & Son in the state many years, but attended high school in Woodsville and college at the University of New Hampshire. The Beatties are often visited in the summer by their two sons, Bob and Jack, both of Boulder, Colorado.

For nine years their son, Bob, was U.S. Olympic Ski Coach and presently is engaged in a fund raising campaign for the U.S. Ski Team. In the winter of 1964, Bob, Sr. went to Innsbruck, Austria for the Winter Olympics and saw three American skiers whom his son had trained win Silver and Bronze Medals: Jean Saubert a Silver Medal in the Giant Slalom and a Bronze in the Women's Slalom; and the Whiz Kids, Billy Kidd and Jim Heuga a Silver and Bronze Medal respectively in the Men's Slalom. To Bob, Sr. it was a high moment of his life.

Their other son, Jack Beattie, manages a flourishing wholesale sportswear business in Boulder, known as Beattie Bros., Inc. There are four grandchildren.

Moving Day

(continued from page 1)

Office Manager Lawrence Lindblom was in charge of the mid-September move which involved not only the moving of desks and files, but numerous changes of telephone lines and numbers. All the work was completed over the weekend and the various departments began operating in their new locations on Monday, Sept. 23.

Patrons' Tickets On Sale For N.C.S. 20th Season

The Neponset Choral Society's 20th season opened with great enthusiasm. More than 90 singers reported for the early September rehearsals as the group started preparing Healey Willan's "The Mystery of Bethlehem" and Beethoven's "Mass in C Major." These two beautiful works will be presented at the Walpole High School Auditorium on December 8.

Part of the rehearsal time on October 7 will be devoted to voice trials for soloists. Each work has interesting solo passages and it is expected that a number of chorus members will be joined by several singers who are not regular members of the group for the voice trials.

Chorus members now have available the applications for patrons. By joining for the season, patrons are assured of seats for themselves and their friends in a special reserved section both at the winter concert and at the Spring performances of "The Mikado." Patrons names are also listed in the program.

This year's concert is being prepared and directed by Leonard Weaver, product development manager for Building Materials at Bird & Son. Mr. Weaver is the organizer and director of the Choral Society and it is largely through his unusual abilities as a musician and a manager that the Society has achieved its great success over the years.

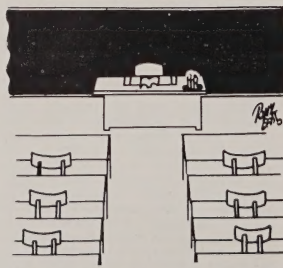
Bird Club Offers Two Specials for Holiday Weekend

For just \$39.95 those lucky people who sign up by October 11 will have a big week end in New York City over the Veterans' Day Holiday. Applications are coming in daily now to the Bird Club since it announced this Special Event for November.

The one low price covers transportation, hotel, breakfasts and either a tour of the city or a ticket for Radio City Music Hall. It's a real bargain, because all the big costs are covered — and yet your time is your own to enjoy fully from your arrival by train in early afternoon on Saturday to your departure late on Monday afternoon.

There's also a Bermuda bargain offered at \$175 for the same weekend for those who have an extra day and can leave by plane on the morning of

SCHOOL OF MAGIC



THAT'S EXCELLENT CLASS! NOW LET'S ALL REAPPEAR. //

November 8. Again all essential are covered for this exciting week on the famous island. Brochures available at the Credit Union.

Bermuda reservations closed on October 8; New York reservations close October 11.

TOP OF THE NEWS

(continued from page 3)

went mouse hunting. The only mouse spotted were in restricted areas so he couldn't shoot them, but it was very exciting. On his flight back the plane couldn't land in Seattle because of the fog and had to fly to Portland, Oregon. There he had chance to tour the city of Portland for two hours, courtesy of Portland International Airport. It was a wonderful vacation he had.

During her vacation Ora Miller enjoyed a visit from her daughter, Billie Tjig, her husband and three children from Winters, California. They visited relatives Campiti and Homer and took the children on a tour of Louisiana Tech College, Ruston, where their parents graduated. Their return trip to California the Tjigs family planned to visit Six Flags of Texas, the Indian Reservation in New Mexico and Grand Canyon.

From the beautiful picture folder received from Gladys Bryan, we are sure is having a wonderful vacation in Hawaii.

During his vacation, Marvin Green went home to Georgia and then to Dallas, Texas to Six Flags Over Texas. He enjoyed his trips.

Willie Jackson went to Houston to the Astroworld and then enjoyed a day at the beach at Galveston.

Billie Cole stayed around home during his vacation and completed some work had to do.

Fairer Sex Adds Zest To Weekly Bowling Match

Wednesday, September 18th was night the Bird Club Men's Bowling League went out of existence as an male group and a new Bowling League with both men's and women's teams was inaugurated. Of the ten teams that are now women's teams, and captains all ten have been appointed as follows:

Team Number	Team Name	Team Captain
1	A	Charles Campbell
2	EM	James Moy
3	EMW	James Bar
4	FBM	Ted Pie
5	FBW	Rocky Chio
6	FX2	Victor Tagg
7	Hill	James San
8	K	Arthur Plun
9	GC	Mary Moy
10	FX1	Louise Co

At the end of the second week bowling three teams were tied for first place: FBM, EM, and FX2 — each with 10 points won and two lost.

Fred Turco leads the League with high single of 133; right behind him Paul Johnson with 132. And in the slot is one of the top girl bowlers, Mary Moylan with 112.

Turco is in 2nd place in the H. Three String contest (337), with Victor Taggart leading (344). And again the fairer sex holds third place: Evelyn Balduf with 309.

On September 23 the Bird Club Bowling Team dropped a squeaker in Businessmen's League to Ambrose Pro 4 to 2. Armando Croatti led the Bird with a nice 332.

The BIRD REVIEW

Volume 56 No. 11

Published for Bird & Son, inc. employees and their families

November 1968

Catherine Brady Honored on Fiftieth Bird & Son Anniversary



FIFTY YEARS FOR CATHERINE! On October 7th Catherine Brady was congratulated by top management officers at ceremonies in the Directors' Room, and presented with a check for \$500. In the absence of President Jenkins, Executive Vice President B. P. Soward made the presentation. Others in the picture are, left to right: Treasurer J. C. Rambeau, Vice President R. H. Hall, Director of Personnel J. J. Murphy, Foreman J. J. Smelstor and Supt. J. A. Murphy.

For the third time in 1968, a Bird & Son employee has been saluted for achieving 50 years of active service. On October 7, 1968 this honor was Catherine Brady's. At ceremonies in the Directors' Room that morning Catherine was congratulated by top management and presented with a check for \$500 in recognition of long and faithful service. In the absence of President Jenkins, Executive Vice President B. P. Soward made the presentation.

Also present to offer congratulations were Treasurer J. C. Rambeau, Vice President R. H. Hall, Superintendent J. A. Murphy, Foreman J. J. Smelstor and Director of Personnel J. J. Murphy.

The other two employees who achieved 50 years of service in 1968 were Marion Smith in June and Mary Friscoll in September.

Catherine Brady was born in East Walpole almost across the street from her house at 274 East Street where she now lives, and where her family moved when she was about 8 years old. Educated in the Walpole schools, she came to Bird & Son on October 7, 1918 at the No. 1 Box Shop, as the Fibre Box plant was then called. In the spring of 1919, she moved to No. 2 Box Shop to work in the Shoe Carton Department with Frank Walsh as her foreman and Frank Fisher as superintendent. Here she has stayed all her working life. She was a job press feeder until the machines were phased out in 1957, and since then has been the tag

girl for the plant, preparing labels for all packages leaving the plant.

Her memories go back to the days when Charles Sumner Bird, Sr. was a frequent visitor to the plant. He often stopped to chat and knew almost everyone by name.

Those were the days when there were movies every Saturday afternoon

(continued on page 4)



NEW TURBINE for the East Walpole Power Plant is lifted by crane in sections for installation at the Turbine Room. At the left, the turbine



Peter B. Hodges



Alfred R. Ryan

Two Men Receive New Appointments in Account'g Functions at E. Walpole

On October 21st Peter B. Hodges was appointed division accounting manager for the Shoe Carton Division. He now heads an accounting section located in a redecorated office in the tower of the No. 2 Box Shop Building, and will report directly to Vice President Ralph H. Hall.

Building Materials Group Controller Ronald Babcock has announced the appointment of Alfred R. Ryan to the position of financial planning supervisor, effective October 21.

Mr. Hodges, who is a graduate of the University of Massachusetts, class of 1962, joined the Paperboard Products Accounting Group in April 1968 as a financial analyst. After getting his degree in Business Administration,

(continued on page 2)

Big Turbo-Generator Being Installed at East Walpole

In mid-October a tall crane was moved into the driveway along the river at the East Walpole Paper Mill. Section by section, it lifted a new turbo-generator through the large window in the Turbine Room. The camera caught two of the moves, as shown in the accompanying pictures.

The turbine is now being installed and will go into service by the end of the year. It is a Westinghouse 4,000 kw turbine, having twice the capacity of the one it is replacing. When it goes into full operation, the other turbine in the room, of 2,000 kw capacity, will be on a standby basis.

Kenneth M. King, Jr. Joins Bird & Son as Vice President, Special Services

On November 1, 1968 Kenneth M. King, Jr. joined Bird & Son, inc. at East Walpole as vice president — special services. He will report to President Jenkins.

Mr. King holds a B.S. degree in Mechanical Engineering and an M.S. degree, both from the University of Michigan. He taught Thermodynamics and Heat Power in the University's Mechanical Engineering Department for several years.

(continued on page 5)



rotor moves in through the second story window. At the right, the generator follows a few days later.



The BIRD REVIEW

Vol. 56 No. 11

November 1968

mi
ed

Published for the employees of Bird & Son, inc., and their families.

Editorial Office at East Walpole, Mass.

Member of Mass. Industrial Editors' Association and International Council of Industrial Editors, Inc.

EDGAR M. GROUT, Editor

JOHN J. MURPHY, Adviser

Color in 1968 Tax Forms To Help Reduce Errors

The 1968 Federal income tax returns will be printed in two colors to reduce taxpayer errors.

Sheldon S. Cohen, Commissioner of Internal Revenue, explained that the use of color focuses attention on the most common errors made by taxpayers and should help prevent them. More than 30 million of the taxpayers who use Form 1040 will receive the two-color form next January.

Last year more than 8 million errors were made by taxpayers in 73 million individual income tax returns.

This means that almost one in every nine individual returns had an error that slowed processing and may have delayed the taxpayer's refund. The new form is simply to help the taxpayer concentrate on the common trouble spots.

The new IRS forms call attention to spaces for the Social Security number, signature, and the instructions for computing the tax due. Significant words in these areas stand out in red type in contrast to the overall blue-on-white format.

"Besides helping to speed processing by cutting down the number of simple errors," Mr. Cohen said, "we hope these

new forms will further guide taxpayers to pay only the correct tax due the Government."

Mr. Cohen said he hopes the "color alert" will lead taxpayers to be more conscious of the need for accuracy in all parts of the tax return. He cited five problem areas in which taxpayers make errors which most frequently lead to the audit of a return. These are mistakes in claiming exemption for dependents, deductions for contributions, medical expenses and interest payments, and reporting of interest received.

Last year, of the 2.9 million returns audited by IRS, 1.5 million were found to have underpaid the tax due by \$2.9 billion, and some 202,000 returns contained errors that caused overpayments totaling \$296 million, which had to be refunded.

As an experiment, some five million taxpayers in New York and the New England states will receive a different variation of the use of color in their tax packages for test purposes, Mr. Cohen said.

These taxpayers will receive Forms 1040 that, besides the two-color type, will have a blue tint screened over everything on the form except the taxpayer fill-in areas. This design, according to the IRS, should help further to draw the taxpayer's attention to the spaces where he must provide information.

Neponset Choral Society in Christmas Concert, Dec. 8

Soloists for the December 8 concert of the Neponset Choral Society have been chosen and the 90 member chorus is putting the finishing touches to the two choral works: Beethoven's Mass in C Major and Healey Willan's "The Mystery of Bethlehem."

Directed by Leonard W. Weaver, founder, director and manager, the chorus is now in its 20th season. The Beethoven Mass requires a quartet of soloists. All four have appeared in solo performances before, either at December concerts, or as leads in one or more Gilbert and Sullivan operettas: Julia Bristol of Foxboro, soprano; Deborah Cobb of Sharon, contralto; Walter Borlase of Foxboro, tenor; and David Weaver of Norfolk, bass. Mr. Weaver will also sing the solo passages for bass in the Healey Willan cantata; the soprano for this work is Dorothy Fader of Medfield, who has also appeared many times as soloist with the chorus in previous years.

The concert is scheduled for 8 P.M. at the Walpole High School Auditorium on Sunday, December 8. A 25 piece

October 31 is Retirement Date for Robert A. Moore



Robert A. Moore

ROBERT A. MOORE, Shoe Carton salesman for 25 years, retired at the end of October.

Although he began his sales career in the Wood Frame Department of the Fibre Box Division, three years later he transferred to Shoe Carton Sales where he has since been the sales representative for ten southeastern states. His service date is June 21, 1943. He is a graduate of the University of Idaho and the Harvard Business School and had sold other lines for several years before he joined Bird & Son.

Golf and gardening, which have been minor interests for a busy salesman, can now fill his leisure hours when good weather arrives in the Spring. Bob and his wife, Eleanor will continue to live at their home at 540 South Russell Street, York, Pennsylvania. However, right after October 31st they planned to start on an extended trip to the far west to visit members of Bob's family. Beyond that, he has no definite plans, except to keep busy with something, as, to quote him, "I don't intend to retire at this premature age."

Their son, Robert C. Moore, and his wife and two children also live in York. The younger Bob teaches and coaches at one of the area high schools. Their daughter, Mrs. Carlos Medrano lives in Riverdale, Illinois where her husband also teaches and coaches in a local high school. They have a three months' old baby girl.

Contributors

Reporters who contributed to this issue include: Catherine Brady, William Ford, William Grinavich, Dorothy Solbo, Harriet Sutherland, Rod Ostrom, Ruth Phelan, Beatrice Tyrrell, Geri Enberg, Robert Zobel, Rita Delaney, Martha Duddy, Ted Pierce, Robert Ivatts, Leonard Weaver, Edward Knaus, William Grazzato, Julia Lewis, Louisa Graham, William Cosgrove, William O'Brien, Lawrence Wisemann.

orchestra plus piano and organ will provide the accompaniment. Rehearsal pianists Mary Bowditch and Carol Elledge of Foxboro will play the organ and piano, respectively.

Tickets are now on sale through members of the Bird Club, or at the Neponset Credit Union. For Bird Club members and students the price is \$1.00. General admission, \$2.50.

New York Holiday Tour Attracts Twenty-two

The special holiday trip over the weekend of November 11th will be enjoyed by 22 Bird Club members and

friends who signed up for the 3-day New York trip.

This special activity was organized by the Bird Club and arranged through Garden City Tours of Boston.

Tickets Go On Sale for "Hail to the Hopies" Show

This is the month of the Hospital Show's big "Hail to the Hopies" Show — Sunday, November 24 at 7:30 P.M. at the Walpole High School Auditorium.

The regular Hospital Show will be augmented with other professional and semi-professional performers to make this an outstanding evening of variety entertainment.

Tickets are \$1.50, and the proceeds will benefit the famous hospital show, S.S. Hope. A number of former workers on the ship, doctors, nurses, and other personnel, will be present at the Walpole show.

Julia Lewis of the Paper Mill Office has tickets for sale. Call line 434 for reservations.

Accounting Appointments

(continued from page 1)

with a major in accounting, he entered the U. S. Army and from 1942 to 1965 served at Fort Benjamin Harrison, Indianapolis. From 1965 to April 1968 he was an accountant at the New Bedford office of Revere Copper and Brass, Inc. working in production planning and budget control.

Moving with him from the Paperboard Products Accounting Group to the Main Office are James Fecteau and Joseph Russo. And the Shoe Carton plant office workers who are now part of his department are Dwight Arnold, Achille DeSanctis, Alice Pole, and Walker and Sybil Ward.

Peter and Beth Hodges live in Marion, Mass. Beth is supervisor of nursing at the nearby Mattapoisett Nursing Home. Peter is treasurer of the Marion-Mattapoisett Kiwanis Club and manuscript director of the Fall River New Bedford Chapter of the National Association of Accountants.

Mr. Ryan joined Bird & Son on July 17, 1967 as a financial trainee and was made a senior accountant on January 1 of this year. In his new position he will furnish supervision to all general accounting, cost accounting, and production planning functions for the Shreveport, Charleston, Perth Amboy and Plastic Products divisions.

Mr. Ryan is presently attending Bentley College, evening division; he has already obtained his certificate in accounting (with honors) and is studying now toward a full degree. He is a member of the Route 128 Chapter of the National Association of Accountants and with this organization holds the post of assistant director of Public Relations. He had been employed by the Brockton-Taunton Gas Company for seven years prior to joining Bird & Son.

Fred and his wife, Shirley, live at 381 Plain Street, Brockton; there are two children, Alfred, Jr. 9, and Judi,



A Matter of Life and Breath

This child is getting a tuberculin test. Tuberculin testing finds TB. Your Christmas Seal association encourages tuberculin testing as part of its fight against TB.



ANSWER YOUR CHRISTMAS SEAL LETTER TODAY

TOP OF THE NEWS

MAIN OFFICE

Lou Harriman, retired sales service manager, Building Materials, spent an exciting week in Europe this fall as the guest of Mr. John Loebenbruck, the West Germany distributor for Bird Products. Mr. Loebenbruck and his wife, Gretel, entertained Lou at their attractive home in the Saar region. His visit included a trip by car along the Rhine with stops at Rudesheim and an excursion to Brussels (Belgium) Luxembourg and Holland. In Brussels he spent a day with Mr. Pierre Lefebvre, the Bird & Son distributor in that area. As they passed through the city of Heigh they came upon a colorful parade with 40 floats and 20 bands. The floats were profusely decorated with flowers, like the famous Tournament of Roses parade in California. Lou has some fine pictures which he'll be glad to show you.

At a 3 P.M. nuptial mass at Blessed Sacrament Church, Walpole on October 20, Anna L. (Judy) Smith of Shoe Carton Sales was married to John MacDonald, who works at Westwood Furniture. Judy's uncle, the Very Reverend Canisius Hazlett, CP, presided at the mass, with her two brothers, Arthur and John, as altar boys. Judy was a radiant bride as she walked down the aisle in her white gown of pearls and soie trimmed with chantilly lace and pearls. She carried a cascade of white lily-of-the-valleys, carnations and stephanotis with a white orchid center. Her head piece was a tier crown of pearls and chantilly lace. Her attendants were her sisters, Mary and Kathy, and Kathy as bridesmaid and John's two sisters, Patty and Mary, as bridesmaids.

After a wedding reception at the King Philip in Wrentham, the couple headed for a honeymoon trip to upper New England, Niagara Falls and Quebec. They are now living at 678 Common Street, Walpole. Friday, October 11 was a surprise day for Judy. She was taken to lunch by her co-workers at the Hong Kong Restaurant. When they returned she found many lovely flowers waiting for her at her desk. She was in a state of shock the rest of the day.

Anne Lindsay and her niece, Cynthia Colman, flew to Los Angeles to visit Ann's sister in early October. They spent two weeks touring the California area and stayed in Laguna Hills, San Diego, Disneyland, Marine Land, San Francisco, Monterey, and San Jose. They were particularly interested in San Francisco. Anne Lindsay was pleased to have Cynthia chosen to have her picture taken with a whale at Marine Land.

Hilda Rafuse of the Treasurer's Dept., Charles Rafuse of the Finishing Mill and Helen Rafuse of the Payroll Dept. flew to Minneapolis to visit Charles and Helen's son, Paul, who is employed there. They had a quick four-day trip but managed to see much of Minnesota from the Minneapolis and St. Paul area to Duluth, and Lake Superior. They were very impressed with the cleanliness of midwestern cities and the food. They ate out at every opportunity and especially enjoyed a real Swedish smorgasbord in the Lake Minnetonka area.

Robert Anderson and his wife took a week to enjoy the early October scenery



HAVE A HAPPY RETIREMENT! That's what many friends said to Matty Naughton at his retirement party late in September. Arthur Chamberlain took this good picture of Matty and his wife, Katherine, being greeted by Arthur Plummer and an unidentified man with a pipe.

provided by the upper New England area.

Thirty-five friends and business associates of Robert Moore gathered at the Lafayette House on October 24 to wish Bob well in his retirement which began at the end of October. Bob had completed 25 years of service last June. Sales Manager Ray Flynn was master of ceremonies. Speaking from the head table were Vice Presidents Ralph Hall and Harold Bonnyman, and Sales Service Manager Vic O'Sullivan. Harold Kennedy, the salesman who replaces Bob, Don Roach and retired Sales Manager Earle Davis also spoke. Bob was presented with a Polaroid Camera and all the equipment to go with it. He was obviously much pleased by the party.

Julie Kucab completed 25 years of service on October 4, but since she was on vacation that week, her anniversary was celebrated on her return on October 7. She was the recipient of many gifts from friends in the office. Among them were a French wallet with a handsome sum of money inside, an eye glasses case to match the wallet, flowers, candy and a large anniversary cake which she cut and served to the many friends who dropped by the department to congratulate her. She first worked in the Mail Room and after that has worked continuously as a transcriber in the Service Department.

NORWOOD ROOFING PLANT

Two chemists have joined the staff of the Building Materials Development Department. We welcome Clifford J. Patenaude and Robert E. LaFerrara.

A welcome also to Francis Gauthier, new lab. technician at the Roofing Mill Laboratory.

SHOE CARTON PLANT

Anthony Montisano and his wife spent an enjoyable vacation going to Rochester and Niagara Falls, N. Y.

Quite a few members of the Shoe Carton Plant took advantage of the nice weather we had in October to see the foliage throughout the New England states.

We all hope Joseph Troiano is on the mend after a bad leg sprain he suffered while playing football with his children. Co-workers of Martin Saulen (Minty) were saddened to hear of his death at the Veterans Hospital on October 18 after a six months' illness. We extend deepest sympathy to his family.

MANCHESTER PLANT

Welcome to Theresa Cantin who has joined the girls in the Set Up Department. Robert Harden, Sr. is the proud grandfather once again. Robert C. Harden, III was born on October 20. Congratulations to Mr. and Mrs. Robert C. Harden, Jr.!

BARDSTOWN PLANT

Two new arrivals to report this month: Rocky Darren Bewley checked in at 7 lb. 2 oz. and is the new-born son of

Mr. and Mrs. Wayne Bewley. Wayne is an electrician at the plant.

Toni Marie Newton, 7 lb. 9 oz. is the brand new granddaughter of Mr. and Mrs. J. C. D. Hall. Mr. Hall is a utility man.

Kentucky has and is having a fantastic squirrel season for 1968. Reports from the Wildlife Department indicate that the squirrel population from surrounding states is moving into Kentucky, due to lack of food. Farmers in Bowling Green, Ky. state that apple crops are being completely destroyed and have raised the daily bag limit to 14 from 6 in these areas. All the hunters from the Bardstown plant have reported full bag limits for the year and have reported seeing as many as 10 to 12 squirrels per tree.

We welcome the following new employees to Bardstown: J. R. Grundy, L. R. Hawkins, J. W. Lee, J. D. Thompson, J. D. Downs, C. L. Linton, J. W. Boone, J. D. Mattingly, J. S. Miles, G. D. Brothers, R. D. Lyvers, J. G. Boone.

CHICAGO ROOFING PLANT

Mr. & Mrs. Robert MacLeod enjoyed a visit with relatives in Wabeno, Wisconsin. Bob said there was some beautiful scenery, but they also had some rain during this fall vacation.

Recent Deaths

Martin Wallace

MARTIN WALLACE, retired fireman, died at the Norwood Hospital on October 8 in his 76th year.

Born in Ireland, he had worked for the Boston Gas Company and the New Haven Railroad several years before joining Bird & Son in June 1920 at the East Walpole Boiler Room. He worked as a fireman for over 37 years, until his retirement in December 1957. He lived at 317 Nahatan Street in Norwood.

Funeral services were held on October 12 with a solemn high mass of requiem at St. Catherine's Church, Norwood. He is survived by his wife, Elizabeth; a son, Martin, Jr. of Norwood; and two daughters, Mrs. Mary Ann Berteletti of Canton and Miss Dorothy Wallace of Norwood. Mrs. Berteletti is employed as a secretary in the Personnel office. Another son, Michael Joseph, also a former Bird & Son employee, gave his life in the service of his country in World War II.

Ralph Calhoun

RALPH CALHOUN, retired since December 31, 1956, passed away on September 28, 1968, following a heart attack.

Ralph came to work at the Chicago Roofing Plant on February 19, 1929 and worked on the old roofing machine for many years. His last few years were spent in the General Department as a janitor.

He lived in Gary, Indiana following his retirement, with his wife who survives him. He had not been in good health the past few years.

Funeral services were held in Gary on October 1, 1968.

George A. Mather, Jr.

GEORGE A. MATHER, JR., 69, died suddenly on October 27. He had been retired from the Fibre Box Plant since May 1966, and lived at 135 Main Street, Walpole.

He began his Bird & Son career on August 26, 1942 at the Floor Covering Plant, transferred to the Fibre Box Plant

Al Bianco and his wife Mary, and their son Anthony drove to California and saw Hollywood, Disneyland, Knott's Berry Farm, and Busch Gardens. They also drove to Tajana for some souvenirs. Al said the weather varied from cool to over 100, and the smog in L.A. is really as bad as they say. On the way home the family stopped off in Las Vegas and also spent one day at Hoover Dam. On the first leg of the journey they saw the Painted Desert in Arizona and all agreed it was a beautiful sight. Al did all of the driving, and said "never again!" it was just too much driving for one person.

Roger Sumner on the other hand had the help of his wife, Mickie, while driving their son Hugh to school at Monmouth, Illinois. From there they drove to Wichita, Kansas to see another son who is stationed at McConnell Air Force Station. They went to the Lake of the Ozarks in Missouri, to Indianapolis, Indiana, then to Wheeling, West Virginia, Essex, Connecticut and finally to the Boston area to visit relatives. They drove back through the Mohawk Trail in Massachusetts onto the New York Tollway back home to Chicago. Roger and Mickie said the scenery was lovely this

(continued on page 4)

the next March and worked most of his remaining time as a slitter operator on corrugated boxes. From 1943 to 1966 he held various union offices, including chief steward, recording secretary, and member of the Board of Trustees.

He is survived by his wife, Julia, a son, George A. Mather, III of Foxboro, who is sample maker at the Fibre Box Plant, and a daughter, June, of Cambridge.

Funeral services were held on Tuesday, October 29 at the James H. Delaney Funeral Home in Walpole.

Benjamin Gasparro

BENJAMIN GASPARRO, who retired from the Chicago Plant on December 31, 1951, died on September 29, 1968 at the age of 83.

Ben came to work in July 1922 and spent all his time on the old roofing machine in various capacities. At the time of his retirement he was a saturator man. He did spend a short time on the present No. 6 machine but retired shortly after it began operation.

Ben had been in poor health for some time and had been in the hospital for a period before his death. He lived in retirement with his sister who survives him.

Funeral services were held in Chicago on October 1, 1968.

Martin J. Saulen

MARTIN J. SAULEN, Shoe Carton Plant, died on October 18, 1968 after a long illness. He was 54 years old.

He first worked for the company at the Fibre Box Plant in 1942 before entering military service. His continuous service dated from June 12, 1946 and all of it was at the Shoe Carton Plant, where he worked most of the time as a finisher.

He is survived by his wife, Mary; three daughters, Antoinette, Jane and Patricia; and a son, Martin; also two sisters and two brothers. Funeral services were held on October 22 in Dorchester with a requiem mass at St. Mark's Church.



© Courtesy of the Author

"Alice! How many times have I told you not to disturb me at the office?"



BIRD & SON WAS REPRESENTED at Chicago's Second Annual Industrial Fire Brigade Seminar by Roger H. Sumner, safety man at the Chicago Plant. The three-day seminar was held in mid-September at the Chicago Fire Department Academy, built on the spot where Mrs. O'Leary's cow supposedly kicked over the lantern that started the Great Fire of 1871. Roger Sumner is standing seventh from the left in the front row.

time of year and the only bad part of the trip was car trouble. They had to make side trips to repair shops in Wichita, Indianapolis, Scituate and Norwood, Massachusetts and also back home in Chicago. Roger said the people were very nice and the garages visited were clean and neat.

We welcome Tom Kuznicki to our Chicago family. Tom is working in the Traffic Department. He was born and raised in the Chicago area, and he and his wife, Sheila, and their four children now reside in Sauk Village. Tom's children consist of two boys and two girls. We hope he has a long and happy association with us.

B. G. Macfarlane and his wife, Helen, took the Carman Tour and saw the Holy Land, visited Disneyland and the Knott's Berry Farm. Then the tour continued to San Francisco and Chinatown and a ride on the cable cars and some shopping. They also visited Yosemite Park and drove through a giant redwood tree. Then they flew to Las Vegas and the Tropicana Hotel, where they saw some shows. Mr. Macfarlane said they didn't lose any money at the casino, but then, what would you expect a Scotchman to lose. They said the weather had turned rather cool but comfortable. Although he had a little trouble with his camera, he hopes some of those beautiful shots came out O.K.

Mr. and Mrs. Tom Downey's daughter, Karen, presented them with a baby girl, Kimberly. That makes grandchild No. 5 for the Downeys! Congratulations.

Marie and Lee Case saw their son off to the Army. Tom is stationed at Fort Campbell, Kentucky and sure misses his mother's home cooking. We wish Tom good luck and good health in his tour of duty.



AIRMAN DAWN BUSKIRK, daughter of Alberta Buskirk, sales correspondent at the Chicago Office. After finishing her training recently in Texas, Dawn is now stationed at Biloxi, Mississippi in an 18 week Air Traffic Control Course.

CHARLESTON PLANT

Jean Minshew & family visited daughter Jeannie Kay in Florida. Jean almost didn't make it. Hurricane Gladys was visiting about the same time.

We welcome Sandra Darnell, our new mail clerk.

We wish a speedy recovery for Joe Gilbreath's mother-in-law, Mrs. Harriet M. Young, who is recovering from a recent operation.

Good luck to new salesman R. A. Scott. Bob has recently retired from the Navy and lives in Kinston, N. C.

Gloria Patterson came back from vacation looking well rested and very tanned. Gloria and her husband, Johnny cruised up The Intercoastal Waterway around Charleston and surrounding areas.

Jeanne & Wally Brooks certainly are enjoying their camping trailer. Nearly every week-end finds them in the mountains or at the lake.

A hearty welcome from Bird & Son to Elsie Daniels, new worker in our Sales Department.

We were sorry to see Jean Damon retire but wish her well & hope to see her dropping in now and then.

John Burn spent a few days' vacation fishing & shrimping.

Mamie Powell has enjoyed seeing her son Larry play football with the North Charleston Blue Devils this season.

We were sorry to hear about Joe Gilbreath's son breaking his arm playing football, but Joe says, "You should see the other guy."

Our condolences to Leta Wright, on the death of his son.

Jack Lee spent a few days in the mountains, then returned home to find rain and more rain.

Congratulations to Hans Gresham and wife on the recent birth of a son.

Our condolences to Richard Pernperner, whose father recently died.

Recent visitors to the Charleston office were W. J. Smith and Bob Anderson. We enjoyed having them and hope they visit again.

M. M. MacDonald and family certainly enjoyed their vacation touring Canada, seeing the various sights.

We were very sorry to hear of the death of Dick Whitney's mother.

Dick Ury spent his vacation at home relaxing and doing odd jobs around the house.

Congratulations to Jimmy Youmans on his recent promotion to Roofing foreman.

We are glad to hear that Bill Price's wife, Vera is doing so well after a bad fall in which she broke her shoulder.

Bill Price's son, Van, is home visiting family and friends before leaving for jury over seas.

We are glad to hear that Billy Jarrell's wife is recovering nicely after a recent operation.

Other Florida vacationers were A. K. Powers and family. Mr. Powers visited with family and friends in Sanford, Florida.

George Davis went deer hunting on his vacation, but as of yet no word as to how well he did.

Dr. Richard MacDonald, son of M. M. MacDonald, recently completed a one year internship at Passavant Hospital, Northwestern University, in Chicago. He now holds the rank of captain in the U.S. Army and has received an appointment to Walter Reed Hospital in Washington, D.C. where he will serve a three year residency in psychiatry.

The Tom Laz family spent an exciting vacation at home in Charleston. They were joined by Mrs. Laz's parents and aunt and uncle from Old Forge, Penn. Sailing, swimming, fishing, and crabbing were enjoyed by all. The vacation ended with a surprise birthday party at one of Charleston's fine dinner clubs for Rose Marie, Tom's wife.

SHREVEPORT PLANT

Mrs. Connie Ross was honored as the new neighbor of the month by the New Neighbors League Club in St. Louis in September. A full page in their bulletin was devoted to Connie, her life and her many achievements. She is the wife of Frank Ross, St. Louis district manager in Bird & Son's Shreveport Building Materials Division. To quote from the article, "Connie is a quiet modest person who is always working in the background. She is a past treasurer, she organized the Ladies' Bowling League and is reservations chairman as well. She supports our interests group by belonging to the Antique, Bridge and Golf clubs. All of these things are interests of hers but in addition she is a successful wife and mother."

Rhonda Johnson was installed as Worthy Adviser of Bossier City Assembly No. 51, Order of the Rainbow for Girls, Saturday, October 5, at Martin McClannahan Lodge. Her colors were yellow and white, her flower was the yellow carnation, her theme was Faith, and her term was dedicated to her parents.

Rhonda, the beautiful and talented daughter of Mr. and Mrs. Earl F. Johnson, Jr., is a freshman at Airline High School. Her father is foreman in the Shreveport Maintenance Department. She has been on the honor roll throughout her school days. This in itself is quite an achievement, since she has been involved in so many outside activities.

PERTH AMBOY PLANT

Fern Gordon resigned her position as voucher clerk to move to San Antonio, Texas with her husband, Linda Moritko, sales correspondent, left to travel with her husband in the Air Force. He is now stationed in Murfreesboro, Tenn. We wish them luck.

There are several new faces around Perth Amboy. Among our new employees are: Mary Sadosni, mail clerk; Sally Scherer,

(continued on page 5)



BEAUTIFUL FALL WEDDING at Walpole's Blessed Sacrament Church joined Judy Smith and John MacDonald in marriage. Judy works in Shoe Carton Sales.

50th Anniversary

(continued from page 1)

and evening at Bird Hall. The Hall was also used for socials run by the Bird Club every month, and dues were 25¢ (for men only, since girls were not at first included as members).

Bird & Son Outings were quite the thing. Catherine remembers two of the biggest — one to Provincetown, with a special train to Boston and two boats loaded with Bird & Son employees and their families; and the other, a big excursion to Rocky Point where famous shore dinners were served. To keep you from getting hungry in between, box lunches were provided, too.

During World War I, troop trains went through East Walpole on the

way to Fort Devens, carrying soldiers home from the war. Work would stop so everyone could watch and wave to the soldiers, who threw coins and slips of paper with their addresses out of the car windows.

Catherine is one of several in the family who have worked for Bird & Son. There were Marion and Elizabeth, who before their marriages worked in the Printing Department for the "Rolly" Meyer. They are now Marion Cunningham and Elizabeth Kenel. Mary worked in the Finishing Mill for Charles Rafuse, and Thomas, Jr. at Floor Covering; he now works for General Motors. Two sisters now deceased, also worked here: Alice, in Shoe Cartons, and Gertrude Brad Hale in the office. Marion Cunningham and Mary live with Catherine in the family home on East Street which has recently been beautified and modernized with side walls of Bird & Son Vinyl Siding.

For many years Catherine has been one of the faithful, regular reporters for the Bird Review. It is she who rounds up the news items for all the Shoe Carton Plant. And as she enters her 51st year of employment, we look forward to her continuing service as reporter. But this month she herself makes the news with her remarkable record of a half century of service.

LONG SERVICE LIST

DECEMBER 1968

Name	Year	Dept.	Years
Frank E. Paine	12-13-48	E. W. Maint.	20
PHILIPSDALE			
Oreste Conti	12-2-53		15
Charles E. Champlin, Jr.	12-7-53		15
CHICAGO			
Kenneth McVey	12-2-53		15
Alberta M. Buskirk	12-26-63		5
SHREVEPORT			
Jackie L. Wise	12-20-48		20
PERTH AMBOY			
John Kacmarzky	12-12-18		50
Warren Dalton	12-13-63		5

JANUARY 1969

Name	Year	Dept.	Years
Bernard Stravinski	1-17-24	Fibre Box Div.	45
John J. Murphy	1-26-39	Director of Personnel and Industrial Relations	30
J. Robert Anderson	1-30-39	Asst. Treas. and Asst. Sec. of the Corp.	30
John H. Bonda	1-12-59	E. W. Maint.	10
John Marra	1-19-59	Paper Mill	10
George Kenney	1-20-59	Power Plant	10
William S. Kimball	1-1-64	Dir. of Purch. and Traffic	5
Sybil Ward	1-7-64	Shoe Cart. Div.	5
PHILIPSDALE			
Manuel Pacheco	1-4-54		15
Richard J. Quinn	1-26-59		10
CHICAGO FELT MILL			
Guadalupe Sanchez	1-27-54		15
SHREVEPORT			
Willie Adger	1-31-49		20
McDaniel Smith	1-31-49		20
Johanne J. West, Jr.	1-18-54		15
Columbus Marshall	1-21-59		10
W. J. HILL CO.			
James Burke	1-17-44		25
James Sullivan	1-18-44		25
Howard J. Shephard	1-2-59		10
TUBE DIVISION			
Albert R. Bilodeau	1-2-64		5



GLENWOOD'S NEW QUARRY. Dewell Forga is at the controls of air track drill. Ronald Tidwell holds the second 10 ft. section of steel, ready to carry the hole down to the depth required. The rock beyond the drill has been shot and is ready for hauling to the plant.

Glenwood's New Quarry Now Being Used

October 1968 marks the beginning of operations in the new quarry which has an unlimited supply of slate for the Glenwood Plant. This quarry which was acquired in 1967, will supply base materials for the Bird & Son roofing plants at Shreveport and Chicago. It is more than two miles from the plant, where the old quarry was about 7½ miles distant.



James E. Youmans

James E. Youmans is Foreman on Night Shift

James E. Youmans was appointed a foreman on the Roofing Machine at the Charleston Plant on September 1st. He first came to work for Bird & Son on November 11, 1954 at the turner end of the Roofing Machine. Over the years he has worked on every part along the machine. In March 1967 he became the first outside truck driver at the Charleston Plant. He transferred back to the Roofing Machine on the 10th of this year, and remained at that job until his recent appointment as foreman on the night shift.

Jimmy and his wife, Gale, live at 10 West Washington St., Summerdale. They have three children, Eddy, Debbie, 8, and Travis, 6. Jimmy is an avid football fan, following the Emmerville team wherever they go. His green thumb keeps him busy during the growing season. He always looks forward to the azalea and camellia season in the Spring.

Lili Petroni and Manninen Make All Cribbage Prizes

At the first Cribbage Party of the season on October 8, Lili Petroni and James Manninen walked off with the prizes.



FIRST LOAD OF ROCK from the new quarry being loaded by Dewell Forga. Winston Doster, rock haul contractor, had the honor of hauling the first load.

First, they won the two door prizes. Then, in a three-way tie for winner of the evening, they won the two top spots on the cutting of the cards. Lili Petroni got first prize, James Manninen, second prize. No. 3 man, Henry Mattson, got a free ticket admitting him to the next party.

Donald Gordon of Mansfield won the prize for the low score of the evening. Chairman Ted Knaus announces that the next party is scheduled for Tuesday, November 19 at 7 P.M. in the Brigade Room at East Walpole.

TOP OF THE NEWS

(continued from page 4)

sales correspondent; and Tony Calpin, voucher clerk. We welcome them to Perth Amboy and hope their stay with Bird is a long and pleasant one.

Our sales correspondent, Ginny Tirpak is now Mrs. Gerald Clarke. Ginny was married September 28th at St. James Church in Woodbridge, New Jersey. She is back to work now after a week in Miami Beach.

Condolences are extended to the family of Joseph Lovas at his unfortunate death. We offer condolences also to salesman Andrew Budash on the recent loss of his father. And to the family of Walter Cegelski who passed away suddenly. Walter was a silo man for the past 25 years. Congratulations are in order for Tom Swanson, our plant engineer, and his wife, on the arrival of a 7 lb. 12½ oz. baby boy, Michael John, born October 4th. The Swansons have one other child, two year old Thomas.

Our new salesman in the Richmond, Virginia area is J. R. Cronin. Bob has an extensive background in the building materials field and we are sure he will be an asset to Bird. He lives in Richmond with his wife, Dorothy, son, Kirk Robert, and daughter, Claudia Lee. He has attended the College of William and Mary in Norfolk. In the past, Bob has been active in the Junior Chamber of Commerce. He served in the Army Air Force during World War II. In his spare time, if he can find any, Bob enjoys golfing and swimming. We welcome him to Bird & Son.

Perth Amboy welcomes two new men this month: William Lowe, inventory clerk and John Spangler, engineering clerk.

Bill Lowe lives at 79 Poplar Street in Cateret. He attended West Side High School in Newark and after spending four years in the National Guard spent another two years in the Army Signal Corps, stationed in Darmstadt, Germany. Bill's main interest outside of his work is in flying. He hopes to get his pilot's license soon. He also enjoys sports of all kinds.

John Spangler, who was born in New Brunswick, now lives at 1 Raymond Street, Fords, New Jersey. He got his schooling

at John F. Kennedy Memorial High School and is now attending evening classes there, taking engineering pre-requisites for Middlesex County College. He is a former U.S. Marine, spending two years in active duty. For hobbies he likes working on automobiles, drag strip and stock car racing.

PHILLIPSDALE OFFICE

Ray Nolan and his wife recently spent a weekend at Niagara Falls. They brought in some wonderful pictures of their trip.

Bowling is rolling along as scheduled. Margaret Pierson is holding the ladies' high record with a 101 and Ray Nolan is the leading man with a 119. The Wrenns so far are in the top team position.

We are glad Bill McEntee is back with us after a short illness.

Bob Pearson spent a week of vacation painting his house. We hear it looks very good.

PABCO DIVISION

Wilmington Plant

Employees of the Wilmington Roofing Plant send "Hello" greetings to all and express their pleasure at being associated with the organization of Bird & Son, Inc. Up, up and away? Andrea Weismann, daughter of Larry Weismann (Wilmington reporter) has just flown down to San Diego for her second interview with PSA Airlines in her application for a stewardess. Here's hoping!

Ray Luna, head of the Sample Department, has just returned from a quick week's vacation covering Las Vegas, Gallup, New Mexico, Grand Canyon and Tijuana.

New Vice President

(continued from page 1)

He was employed in research and development of aircraft and missile propulsion systems at Pratt & Whitney Aircraft in Hartford and while in Connecticut also taught general physics at the University of Hartford. He was also engaged for a time in engineering studies with the faculty at the Massachusetts Institute of Technology. He was employed with Stewart Warner in their South Wind Division, in the sales and marketing section; and he recently spent several years in Sweden with a manufacturer of industrial air equipment; since 1965 he has served in a general management capacity at one of their subsidiaries, American S F Products, Inc. of Englewood Cliffs, New Jersey.

Mr. and Mrs. King have a young son, Blair and are making their home at Windsor Gardens, Norwood.

Stephen Page, son of District Sales Manager G. D. Page, entered the U. S. Army National Guard on November 1st. Stephen is a graduate of Harbor College of Wilmington.

San Mateo Office

William O'Brien, Office Manager, is now a resident of San Mateo. In early October he flew back to Chicago and drove the 2400 miles west with his wife and 3-year-old daughter. Coming through the High Sierras at Donner Pass they ran into a heavy snowstorm so the sunny climate of California was particularly welcomed by them.

December 7 Important Date for Bird Club Members and Children

Saturday, December 7 is a big date on the Bird Club calendar. Again this year two big events are scheduled. The Children's Christmas party will be held in the morning, complete with entertainment, gifts and SANTA CLAUS! And in the evening will be the popular Annual Banquet at Glen Ellen in Millis.

The banquet will be a full course roast beef dinner and will be followed by dancing. Also, there'll be a drawing for Christmas turkeys — ten of them to be given away to the lucky winners.

Reservations for the Children's Party closed on November 1st. Watch the mails for the details on the banquet which will be released soon.

Bird Club Bowlers Rolling High Scores

In the Bird Club Bowling League two changes have been made. John Grudinskis is captain of a newly-formed team, FBPMI, replacing Hill; and James Goguen is now captain of the K team.

Standings as of October 23 show that Team EM is leading, with Teams FX2 and FBM tied for second place. Robert Mycye holds the high single record of 150 with Arthur Chamberlain close behind with a 145. Vernal Herrick is the high string champion — 371; in second slot is Armando Croatti — 356. For the girls, Evelyn Balduf holds the single record of 123 and the high three record of 322.

The five highest bowlers at the end of the 6th week of bowling were:

Name	Team	Average
Fred Turco	FBM	112.9
Armando Croatti	FBM	105.4
Joseph Purpura	FBM	105.4
Arthur Chamberlain	EM	103.7
Victor Taggart	FX2	103.3

Good Showing in Business League, Too

Bowling in the Business League on October 7, the Bird Club team whitewashed a strong Sam's Appliance team in a real thriller, 6 — 0. Armando Croatti's 353 and Ted Pierce's 342 were the big guns for the local boys. A week later the Bird five lost a squeaker to John's Barber Shop team, 4 — 2 with Croatti again being top man with a 322 score. Back on the winning side again on October 21, the Bird team defeated a good Johnny's Lunch team 4 — 2. Ted Pierce led that night with a 332 score.



MARKETING CONFERENCE at the East Walpole Office: Back to the camera, James Conrad and Douglas Johnston. Left to right around the table: Robert Kalte, Pabco Northwest District sales manager; George Page, Jr. Pabco Southern District sales manager; Howard Heideman, William Wright, Group Vice President Philip C. Johnson, Leonard Neise, Leonard Weaver, John W. Hoover Pabco Central District sales manager; Ralph E. Heim, Pabco general manager.

Marketing Conference Held at East Walpole With Pabco Executives

On October 21-23 a marketing conference was held at the corporate office in East Walpole between top Building Materials sales executives from the home office and the Pabco Division.

The purpose of the conference was to coordinate present products and marketing policies. Group Vice President Philip C. Johnson and General Sales Manager Howard Heideman directed the series of meetings which took place Monday through Wednesday of the third week in October.

Attending from the west coast were Ralph Heim, general manager; George D. Page, Jr., Southern District sales manager; John W. Hoover, Central District sales manager; and Robert Kalte, Northwest District sales manager.

From the home office were Messrs Johnson and Heideman; and Leonard Neise, director of advertising and sales promotion; Leonard Weaver, product development manager; William Wright, Built Up Roofs manager; J. D. Johnston and J. D. Conrad, general manager and assistant general manager, Norwood Division; and William Smith, merchandising manager.

Caswell Wins \$75 In Suggestion Awards

Raymond Caswell, repair machinist at the East Walpole Fibre Box Plant, hit the suggestion jack pot last month with two money-saving suggestion awards and a special \$25 check for having three money-saving suggestions to his credit. His awards totaled \$75 in October.

In addition the following awards were paid for acceptable suggestions:

William Carr, FBM	\$25
Alessandro Savi, FBPM1	30
Frederick Stahnke, FBPM9	25
George Kingsley, FBPM1	5
Roger R. Salois, FXR	5

Father, listening to his seven-year-old scratch away on his violin while the hound dog howled nearby, finally asked the boy, "Can't you play something the dog doesn't know?"

Along The Line



Kenneth C. Groh

Kenneth C. Groh Named Shipping Foreman at Shoe Carton Plant

On October 21 Kenneth C. Groh was promoted to foreman at the Shipping Department of the Shoe Carton Plant.

Starting in the Shipping Department as a helper on July 30, 1958, he soon became a checker and has worked in that capacity since November 1958.

He is a graduate of Norwood High School, class of 1955. Soon after graduation he entered the Army, serving for two years to December 1957 as a radar operator with a rating of SP3, in Georgia and Pennsylvania. Ken is single and lives at the family residence at 328 Railroad Avenue, Norwood.



Celestino Matteo



Michael Urasz

Two New Foremen for Perth Amboy Roofing Plant

Two new foremen have been appointed at the Perth Amboy Roofing Plant: Celestino (Charles) Matteo was recently promoted to foreman on No. 4 Roofing Machine; and Michael Urasz joined the company on September 28 as a foreman.

Charles Matteo has been a Bird & Son employee since January 1st, 1968, working as a utility man on the No. 2

Bird V-Grooved Soffit Panels Now on the Market

An additional product in the solid vinyl line made its bow this summer—the Bird Solid Vinyl Soffit System.

Made in the same manner as Bird Solid Vinyl Siding, the V-Grooved Soffit Panels are designed to cover the area under the eaves from the gutter to the sidewall of the house. They are equally attractive and desirable for exterior ceilings, like porch ceilings.

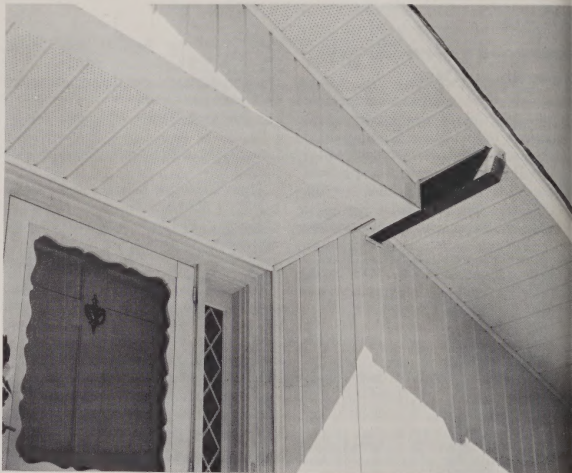
Like the siding, the soffit panels are solid vinyl, never needing paint, and will not rust, rot or dent. They are available in either solid or perforated style.

They give positive protection to one of the areas on a house most subject

to the effects of moisture. When perforated panels are used, the problem obviously is solved, as the perforations allow all moisture to escape. With solid panel construction, perforated panels are inserted at specified intervals to allow for proper ventilation.

Strong, but light in weight, they are easy to handle and can quickly be cut to the desired length. The V-Groove design enhances the appearance by adding strength. Like other products in the Bird solid vinyl line, they come with accessories in solid vinyl, too—the channels in which they are hung are vinyl, not metal.

Thus, Bird Solid Vinyl Soffit Panels add one more attractive product for Bird dealers to sell and for architect-builders and homeowners to use with pride and satisfaction.



ATTRACTIVE V-GROOVED BIRD VINYL SOFFIT PANELS grace the overhang of this doorway and roof area. Introduced a few weeks ago, this new product is already making a name for itself. The perforated style is shown here. Plain grooved panels are also available.

Saturator at Perth Amboy. He was promoted to foreman in August.

Born in Brooklyn, New York, he attended high school in Metuchen, New Jersey. Previous employment included four years as a tractor-trailer driver for Coralux Perlite Corporation; four years as a dairy department manager at a local Golden Key Supermarket; and most recently driving a wholesale milk route for All Star Dairies.

Charles and his wife, Josephine and two daughters make their home in Piscataway, New Jersey. In his spare time he enjoys drag racing, which he does at Race Way Park in Englishtown.

Michael Urasz lives at 585 Rahway Ave. in Woodbridge, and obtained his schooling at the Bronx Vocational School. From 1940 to 1968 he was employed at Keuffel & Esser Company in Hoboken. In recent years he has been an inspector on the Finishing Machines of this firm. Mike has a wide range of hobbies from hunting and salt water fishing to home alterations and refinishing of furniture.

Ladies' Night and Turkey Shoot Fill Tri-Mill Club Calendar

The Tri Mill Sports Club Fall calendar has two big events. The Annual Fall Ladies' Night is being held as we go to press; and on Sunday, November 17 is the popular Lucky Target Turkey Shoot.

Ladies Night at the Norwood Sportsmen's Club on October 26 featured a tasty roast beef dinner. The get together with refreshments started at 6 P.M., the big dinner was at 7, followed by dancing 'til midnight.

The Thanksgiving Turkey Shoot, also to be held at the Sportsmen's Club on Nichols Street, Norwood, is open to all Bird Club members. You can try your luck any time between 1 and 5 P.M. Targets are only 25¢ each, and tonic and hot dogs are provided free for all Bird Club members and their families.

There will be first, second, third, low score prizes and a door prize. Maybe, if you are lucky, you can get that Thanksgiving turkey for the price of a 25¢ target! Nothing to lose, so join the fun on November 17th!

December 1968



THE BIRD REVIEW



*The time of year again approaches when it is fitting
for each of us to reflect on those ideals
that Christmas best represents.*

The problems and uncertainties of 1968 are behind us.

We now look forward to a new year, with new challenges.

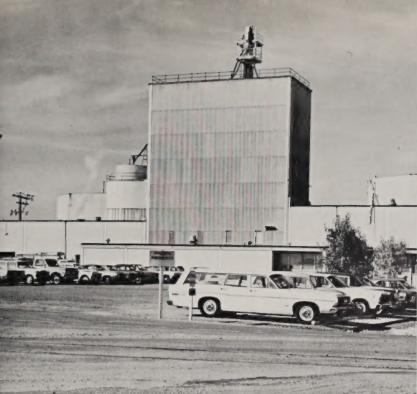
*Let the spirit of Christmas reinforce each of us with
renewed hope and energy for new accomplishments in 1969.*

*To each of you, may I extend my sincere wish
for a most joyous Holiday,
and a happy and prosperous New Year.*

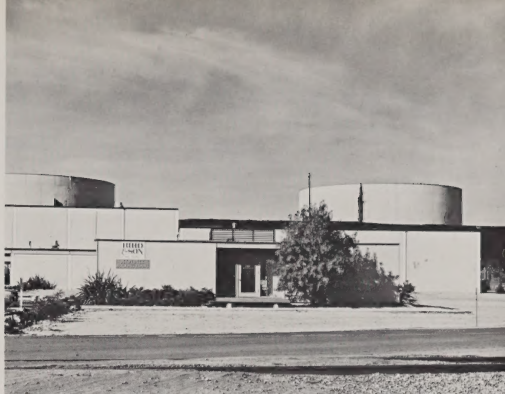
Sincerely,

Robert F. Jenkins

President



THESE TWO PICTURES show a panoramic view of a large section of the Martinez Plant of the newly-acquired Pabco



Roofing Division. Production areas are at the left. The office, with its new "Bird & Son, inc. of Mass." sign, is at the right.

Acquisition and Expansion Highlight the Year 1968

The purchase of the Pabco Roofing Division in September was one of the high points of the year 1968 for Bird & Son, inc. For many years a manufacturer of quality products on the east coast and in the mid-west and southwest, the company for the first time has now become a nation-wide organization. Bird Building Materials are now distributed in all states including Alaska and Hawaii, and in Puerto Rico and several other Caribbean islands as well. The significance of this move will be demonstrated in the months and years ahead as Bird & Son continues to move forward as a leading manufacturer of Building Materials.

The new Pabco Roofing Division has its headquarters in San Mateo, California with Ralph E. Heim as general manager. Three plants, each producing a full line of shingles, roll roofings, asphalt felts, coatings and cements are strategically located in the west coast to give maximum coverage of the area. The Wilmington Plant is near Los Angeles, the Martinez Plant near the San Francisco Bay Area, and the most northern plant at Portland, Oregon. The Portland Plant includes a felt mill and in Fair Oaks, near Sacramento, is a granule plant. Through

careful advance planning, and the acquisition of the work force as well as the physical assets, transfer of ownership was made without interruption in the normal flow of business.

Several other major plant additions were made in 1968. A new plant for the paper tube operations was constructed in the Lawrence, Mass. Industrial Park — a 45,800 square foot building of concrete with Bird Vinyl Siding on the office portion and the Bird Vinyl Rain Carrying System. The move from the old, multi-storied building in downtown Lawrence, to the new building with the much improved machine layout, will be made late in the year.

At Bardstown, Ky. a new warehouse and production area was built adjacent to the original plant. Adding 18,000 feet of space and several new plastic extrusion units, the new building affords much needed warehouse space and provides about a 25 per cent increase in production output for this rapidly growing product line. At mid-year Mr. Warren H. Bickford joined Bird & Son, inc. as sales manager of the Plastic Products Division with headquarters at Bardstown. Thus, both in production and sales, the plastics operation is now a separate division of the company.



SOLID VINYL PRODUCTS PLANT AT BARDSTOWN, KY. which increased its production and warehouse space in 1968 to meet the consumer demand.

In late August construction started on a new warehouse at the Norwood Roofing Plant. This building of pre-cast concrete panels will provide about 30,000 additional feet of warehouse space in which to build up stock to provide faster deliveries to customers in the peak spring and summer construction months. It will also help maintain a more even employment level in the winter months, because the large storage area can be used to receive production of shingles and other items which are not needed for current shipments.

Adjoining the warehouse a 40,000 square foot metal building is also being constructed. This will be used for either felt storage or additional finished goods storage, depending on the season and production and sales requirements.

Although no new buildings were required, several significant changes in machinery and plant layout were made in the Paper Mill and Fibre Box Plant at East Walpole. These are described in some detail on the pages that follow.

Early in the year the accounting and financial groups at the corporate office were re-aligned. This re-alignment resulted in a Building Materials Accounting Group, which reports directly to Mr. P. C.

Johnson, Building Materials Group vice president, a Paperboard Products Accounting Group, which reports directly to the three Paperboard Products group vice presidents, Mr. Hall, Mr. Tooker, and Mr. Bonnyman, and a Corporate Accounting Group which continues to report to the corporate controller. This decentralization of the accounting functions was designed to provide better information and closer financial analysis support for the line operating groups.

Later in the year the Data Processing function was also revamped with a strengthened staff in the area of corporate systems, EDP systems design and programming. An IBM systems 360 computer was installed in November and the additional strength in both personnel and equipment is geared to provide more extensive, more accurate, and earlier information for all levels of management as direct support for the company's efforts to maintain and improve its profitability. All of these changes in functional alignment, personnel and equipment serve the single goal of providing better financial service and assistance to all line operating management and to top management of the company.

Solid Vinyl Sales Growth and Expansion to the West Coast Mark a Most Significant Year

The end of 1968 winds up one of the most noteworthy and significant years for the Building Materials Group of Bird & Son, inc.

The year was marked by unprecedented growth in the sales of Solid Vinyl Building Products, and by the major expansion of the Asphalt Roofing Products line to the west coast with the purchase of the Pabco Roofing Division of Fibreboard Corporation.

The Pabco line of asphalt shingles, roll roofing, coatings and cements is a well established name in the eight most western states in which the Division

operates. The new division is called the Pabco Roofing Division of Bird & Son, inc. of Mass.

With the advent of the new year, the Pabco Roofing Division will join with the other five Bird Roofing Divisions in the continued development of asphalt roofing and roofing product refinements. Product lines and product designs will be constantly improved in order to achieve the most effective and profitable business in all sections of the country.

Consumer demand for Bird Solid Vinyl Building Products has led to an expansion of our manufac-

BIRD WIND SEAL "JET" SHINGLES with their distinctive no-cut-out feature, give full protection and great beauty to the roof of this fine home in Meriden, Conn.



turing facility at Bardstown, Kentucky. The production capacity has been enhanced by the addition of more extruding and allied equipment. Warehouse capacity has been enlarged by approximately 25%. And at the end of the year, additional manufacturing equipment was on order to provide still greater production to meet anticipated sales demands.

Separate Division

During 1968 production and sales operations were combined to establish the Bird & Son Plastics Division as a separate division of the company. It is hard to recall that as recently as 1963 Bird Solid Vinyl Siding was being developed on an experimental basis. It was first introduced to the public through its use on the exterior walls of the House of Good Taste at the New York World's Fair. Development of the Rain Carrying System with gutters, downspouts and accessories, and introduction of Solid Vinyl Shutters followed within a year or two. The products were quickly accepted because of their quality and beauty,

and by 1966 Bird & Son was constructing the plant at Bardstown, Kentucky, which already has now been expanded to handle the volume and demand of this great new line of building products.

Added to the Bird Solid Vinyl line this year were the heavy duty five inch gutter and Solid Vinyl Soffit Panels. The new rugged gutter is thicker in gauge than competitive metal products. And it is far more durable than wood since it cannot rot, peel, or blister and never needs painting.

Soffit panels, introduced in July, are sold in both non-perforated and perforated styles. Made of the same sturdy material as Bird Solid Vinyl Sidings, they are designed to protect that area of the house between the side walls and the overhanging roof edge and gutter.

Bird Wind Seal® "JET" Shingles have firmly established themselves in 1968 as one of the most attractive and durable shingles in the long history of Bird quality roofing. Introduced a year ago, they combine the best features of the famous Architect®

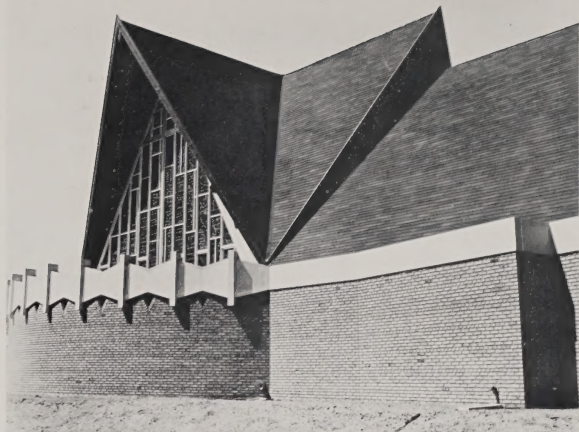


PEELING PAINT and costly repainting were a problem at the Marlboro house, as this "before Bird Vinyl" picture shows.



FINE COLONIAL HOME in Marlboro, Mass. is restored to its original beauty by the application of Bird Double 4" Solid Vinyl Siding and Bird Solid Vinyl Shutters, as well as a roof of Bird Wind Seal "JET" Shingles.

BIRD FIRESCREEN® SHINGLES give beauty and the ultimate in fire protection on this modern church in upper New York State.



Mark 25 and the proven Bird Wind Seal Shingle. Their acceptance by the trade has been most favorable and the increasing volume of sales continues to reflect impressive public acceptance.

Last year the self sealing Wind Seal "JET" Shingles, and the standard Wind Seal Shingle out-sold all other Bird shingle products. For special purposes, the Bird Firescreen® Shingle still ranks high in demand. Wherever maximum fire-protection qualities are needed, this 325 lb. heavy-weight shingle fulfills the requirements with its Underwriters' Laboratories Class "A" rating. It has been used extensively for public buildings, schools, churches, apartments and motor hotels.

Sales of the whole family of self-aligning, "no cut-out" shingles now represent a very large percent of all Bird roofing sold. These include not only the Bird Wind Seal "JET" Shingle and the Bird Firescreen Shingle, but the distinctive Mark 25 Shingle. The beauty of the figurative random embossing is an outstanding sales feature on all of the many colors. But equally important is the no cut-out feature which adds years of wear to the roof and provides a long shingle line on the roof, most pleasing to the eye.

National advertising in trade and consumer publications has been used to promote Bird Solid Vinyl Products and the no cut-out line in Bird asphalt roofing products this past year. A new revolutionary selling aid to assist Bird sales representatives was introduced at mid-year and is proving most effective.

This is the portable audio-visual projector with its excellent library of sound/color films. So compact that it can be used easily on any convenient desk or table, the projector uses 8 to 12 minute film cartridges to show both installation techniques and the quality and beauty of the products. Bird salesmen are using the equipment frequently to develop interest and to show dealers and applicators correct procedures for installation.

A number of new promotional aids are being planned for 1969. Emphasis will be provided where it will be most effective in helping to increase sales; and national advertising directed to homeowners will be employed on those products and lines that are sold nation-wide.

Three Executives Retiring

The end of this year brings the retirement of three executives at the corporate office in East Walpole: J. Douglas Johnston, general manager of the Norwood Division; William R. Wright, Built-Up Roof manager; and Robert A. Beattie, New England District sales manager. Collectively they represent 105 years of executive leadership which will indeed be difficult to replace.

Anticipated year-end and 1969 appointments of new men to fill these vacancies will provide unusual opportunities for a new generation of leaders to meet the challenge of growth and expansion in Building Materials in the 1970's.

Many Improvements Made in Paperboard Production Areas

New Plant for Tube Division

For the Fibre Box Division 1968 has been a year of many changes which were made to provide a more efficient operation and thus give maximum service to our many customers throughout New England.

Production line changes began over a year ago with the installation of a new conveyor and strapping system. The original installation was improved during the year by relocating the strapper nearer the receiving station for finished loads. Working at a console, an operator can strap bundles of any length and up to 77" wide, with or without pallets. At the receiving station just beyond the strapper, fork lift trucks transfer the finished loads into waiting trucks, or into storage, if the shipment is scheduled for a later date.

Production Areas Improved

During the year several obsolete machines were moved out and production areas improved to allow a better flow of material from combiner to shipping platform. New machinery installed within recent years is being used to greater advantage and older, slower equipment discarded. Some machinery was also discarded because in today's market there is not sufficient demand for the products going over these machines to make it profitable to continue to operate them.

A conveyor and strapper has been installed at the finishing end of the combiner to facilitate the loading of fibreboard sheet stock directly onto a truck. A portable loading ramp for this purpose was installed last year. Thus, material going to other plants or to customers directly from the combiner no longer has to be transported to the shipping docks for loading.

The top floor of the Fibre Box Shop is now a service area with only the Gasway Coater remaining as a production operation here. Here are located the office of the Industrial Engineering Department, the Packaging Engineering laboratory, and the Maintenance section.

The many improvements in work flow through the building are especially timely this year as they give Bird & Son the opportunity to meet competition

more effectively. The demand for both solid and corrugated fiberboard containers has been off during most of the year, for east coast producers. Volume in this area generally did not match the rest of the country until September. Part of the difficulty appears to arise from the fact that east coast manufacturers do not have the benefit of government contracts to supply goods to Vietnam and the Pacific area. Most of this business goes to the west coast, which reduces the shipping container requirements of the manufacturers in New England and the Middle Atlantic states who are our customers.

Sales and production departments have worked diligently to overcome the drop in volume and late in the year their efforts appear to be paying off. Corrugated containers continue to lead in volume, but a considerable amount of solid fibre is sold for special purposes, particularly the extremely durable Saran-coated board.

Saran-Coated Tote Trays

An interesting use of Saran-coated Corrugated Boxboard is made by IBM. At the Fibre Box Plant in East Walpole the board is coated and die cut to a specified size and shipped to the Vermont Paper Company in Burlington. Here the fibre sheet is formed into shallow-edged tote trays and delivered to the IBM plant in that city, where small relay switches with platinum points are manufactured. Ninety-five relays are placed on each tote tray in such a manner that the delicate mechanisms are protected from damage. The trays are nested and shipped to IBM plants throughout the country to be used at assembly lines where various kinds of IBM equipment are manufactured.

While attending a recent class for corrugated container executives at Poughkeepsie, N.Y., Vice President H. R. Bonnyman and other class members toured the local IBM plant. Here he was pleased to see hundreds of those BAR-MOR® Saran Coated Bird Trays in use. The other executives on the tour were impressed by the design and the special features of this Bird product.

Howard Johnson's buys Bird Frostwite Corrugated



BIRD FROSTWITE® CORRUGATED CASES are fed into Howard Johnson's automatic packaging machine at their Brockton, Mass. Plant. Tasty foods, prepared in spotless kitchens, are machine packed in individual packages; then these packages pass through this machine to be packed in cases and whisked into the freezer.



FROM THE PACKAGING MACHINE this skid load of Howard Johnson's Chicken Croquettes is on its way to the freezer where the food will be quick-frozen and stored for later shipment.

Shipping Cases for packaging its tons of frozen foods. At its Brockton, Mass. plant, individual packages of fried clams, or macaroni and cheese, or other similar prepared foods, are quickly packed by an automatic machine in Bird Frostwite Containers and whisked into the freezer for quick freezing and storage. At the automatic packaging machine Bird boxes are placed flat in the stacker. The food to be frozen travels down a double line conveyor to a receiving unit which gathers a dozen small packages. Simultaneously, the packaging machine removes one Bird Box from the stacker, sets it up, places the dozen packages inside, folds it and seals it and sends it down a chute to a waiting skid. Skid loads are taken immediately by fork lift truck to the freezer. Howard Johnson's also use Bird Frostwite containers for packing other frozen foods by hand.

Quality Shoe Cartons

The Shoe Carton Division continues to provide quality cartons and lids for the active American market which manufactures and sells millions of pairs of shoes annually.

Through its production facilities at East Walpole and in Maine and New Hampshire, Bird & Son strives to supply its shoe carton customers with attractively printed, sturdy boxes for the retail sale of shoes for the whole family. These containers are on display quite as much as the shoes — both on the retail store shelves and singly when used to set off a pair of shoes being closely examined by the customer.

Competition from foreign manufacturers has its

effect on the American market, but the shoe industry is resourceful and constantly finds new ways to hold its share of the business. Bird & Son's goal for 1969 is to help its customers display and sell their shoes more effectively through the use of Bird quality cartons made at East Walpole and Manchester.

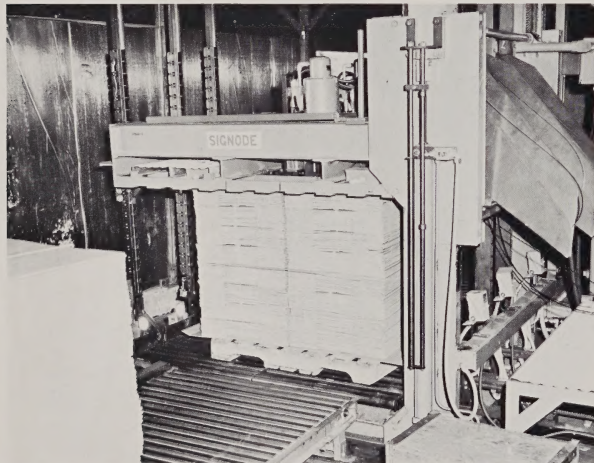
New Machinery

The Paper Mill is well launched on a substantial program of improvement, about half of which will be completed by the end of the year.

Two large new hydropulpers will be servicing No. 5 Machine within a few weeks. One already in use was moved early in the year from the Phillipsdale Plant, and rebuilt; and beside it the installation of a new 20-foot hydropulper is now nearly completed.

In a room adjacent to No. 5 Paper Machine an entirely new, modern cleaning system will soon be on the line. Stock from the new hydropulpers is pumped first to a Bird Centriflifer and then diluted with water to pass through a series of Classifiers or screen plates. Next it goes through a battery of five Bird Cycleans which remove impurities by centrifugal action at high speed; and finally, it is put through a series of thickeners to remove the excess water and bring it to the right consistency for use at the paper machine.

Each step in the process helps remove foreign material and thus refines the paper fibres so that what finally passes over the paper machine is free of impurities. At the Classifiers an additional cleaning



AUTOMATIC STRAPPER at the Fibre Box Plant receives loads of Bird Corrugated Cases by conveyor from the production areas and securely straps them for fast loading at the shipping dock. Cases are handled on either wooden pallets or Bird Fibre-Pals (fibreboard pallets) according to the wishes of the customer.



NEW PLANT FOR TUBE DIVISION at Lawrence, Mass. Industrial Park. This 45,800 sq. ft. building provides modern production facilities in a one-level operation. Under construc-

tion when this picture was taken, the building will be ready for occupancy by the end of the year.

device known as a Selectrap has been installed. This takes material rejected from the Classifiers, separates all usable fibres from the rest, and returns the good fibres to the system to pass through the cycle a second time for eventual use on the paper machine.

New Grades

The improvement in quality of the finished paper will enable Bird & Son to manufacture a number of new grades of paperboard. This will serve the needs of a growing list of customers who purchase paper in roll form right off the paper machines, or in either sheets or rolls after further processing in the Paper Mill's Finishing Department.

Papers in these categories are Box-board for folding cartons and set-up boxes, Pasted Boards, Platform Board, Tube Chip and Specialty Papers.

Better Materials Handling

Major changes are underway in the Paper Mill's storage and shipping area. One floor level is being removed to permit all rolls of paper to be stored on end. This increases storage capacity by more than 50% and reduces the handling time. A two-dock shipping platform equipped with leveling devices is under construction, to enable customers' trucks of varied sizes to be loaded quickly. Several new industrial trucks are on order, specially designed to handle the storage and shipping of the paper rolls in a more efficient fash-

ion. Delivery of this equipment is expected by early 1969, possibly sooner.

A Westinghouse 4,000 kw. turbine is being added at the East Walpole Power Plant. Replacing an old inefficient Allis turbine of 2,000 kw., this will greatly increase the generating capacity of the plant. The new unit is expected to be on the line by the end of the year. The existing General Electric turbine of 2,000 kw. capacity will then be used as stand by equipment.

At Lawrence

During the year a new plant for the manufacture of paper tubes was built for Bird & Son at the Lawrence Industrial Park. The old Dinsmoor Division, now the Tube Division of the company, will move into this new 45,800 square foot building by the end of the year. A modern office adjacent

to the production area has side walls of Bird Solid Vinyl Siding. New equipment installed at the old Dinsmoor Plant within the last year or two will be used more effectively at the new, all-on-one-level plant. This includes a modern baler and a tube winder and a rewinder to slit and rewind tube stock to various sizes. New industrial fork lift trucks will be purchased to improve the loading and shipping operations.

All of the many changes in equipment, layout, methods and personnel made during 1968 at the various paper and box plants have improved working conditions for employees and improved quality or service, or both, for Bird customers. The program is a continuing one. Many other changes are on the calendar for 1969 to help keep products and operations competitive.



The BIRD REVIEW

Vol. 56 No. 12

December 1968



Published for the employees of Bird & Son, inc., and their families.

Editorial Office at East Walpole, Mass.

Member of Mass. Industrial Editors' Association and International Council of Industrial Editors, Inc.

EDGAR M. GROUT, Editor

JOHN J. MURPHY, Adviser

ON THE COVER — Fresh fall of snow beautifies this winter scene at the Old Grist Mill at the Wayside Inn in Sudbury, Mass. Photograph by Les Smith Outdoor Photo Agency.



NEW BRANCH of Bird Machine Company of Canada, Limited provides a repair and parts center at Saskatoon for Canadian industry.

Potash, Pollution and Pressurized Systems Are Big News at Bird Machine Company

The year 1968 has been highly significant for Bird Machine Company. Three major events represent typical "happenings," all of which, oddly enough, are identified with the letter "P". To Bird, they also identify with *progress*.

Saskatoon Service Center

"Potash" refers to the construction of new service and parts center in Saskatoon, Saskatchewan. This new branch of Bird Machine Company of Canada, Limited, was dedicated in June, 1968.

While not exclusively designed to serve potash processing plants, the presence of this new industry in western Canada had much to do with the selection of the Saskatoon site. Because Bird successfully solved dewatering problems in the early days of potash processing and has been close to the industry ever since, the Canadian companies turned to Bird for centrifugals when new deposits were opened a few years ago in Saskatchewan. As a result, most of the centrifugals operating in the area were built by

Bird and it was logical for Bird to provide a plant for maintaining and rebuilding the conveyors, rotating elements, gear units and other parts. These are subjected to heavy duty use under abrasive conditions and few of the mines have the trained personnel or special equipment needed to service them.

In addition to the potash industry, there are other industries in the region which use Bird Centrifugals, such as processing plants at the tar sands petroleum deposits. This area of Canada promises to become the center of the rapidly developing Canadian chemical process industries.

The new plant provides more than 10,000 square feet of work area in a modern, prefabricated steel building. Equipment includes a heavy duty lathe, horizontal and vertical boring mills, large radial drill, precision balancing machine and equipment for hard surfacing, welding and sand blasting. The new Saskatoon service center makes a substantial addition of machine tools to an area where, at present, relatively few large machines are available.

New Aerator for Waste Treatment

"Pollution" is another exciting word at South Walpole even though Bird Machine was involved in waste treatment and pollution control long before many of the Johnnie-come-latelies became aware of the potential of this market. As early as 1954, Bird engineers convinced consulting engineers and municipal officials that dewatering sewage sludge by centrifugal separation was a far better way to solve disposal problems than the land-wasting, odiferous and inefficient drying beds commonly in use.

What gives the word new meaning is the addition of the Bird-Simplex High Intensity Aerator to the product line. This superior aerator, developed by Ames Crosta Mills of England, world famous specialists in waste treatment processes, is widely used in Europe and Canada and is now available in the United States. Bird engineers have adapted the unit to American application standards and contributed several design innovations including a new gear unit capable of more than 100,000 hours of continuous service.

The new aerator is particularly effective in the treatment of industrial and sanitary waste sludges where its many benefits include high organic removal at low cost per unit of volume treated as well

as permitting great flexibility in tank size, plant layout and mode of operation. From a marketing viewpoint, the aerator offers exciting possibilities since a single installation can involve a substantial number of units.

Pressurized Systems for Paper Making

On the Bird Pulp and Paper Equipment scene, the "in" word is "pressurized systems." Typical of many industries in this era of rapid technological change, the paper industry is showing a strong inclination toward turning over to prime suppliers responsibility for complete systems rather than individual items of hardware.

Foreseeing this, Bird Machine Company adopted a take charge approach several years ago, shifting its emphasis from individual products to completely engineered lines. Development and application engineering staffs were beefed up and research was directed toward technological innovation.

As a result, Bird has further enhanced its position as the foremost authority on the subject of de-fibering, cleaning and screening pulp and paper stock. Several new products have been added to the line including the Centrisorter pulp screen, an expanded line of centrifugal cleaners, and a pressure knoter.

Pressurized systems refers to the fact that all units are totally enclosed and designed for pump-through, pressurized operation. Higher throughput per unit of floor space, compatibility with automatic control, flexibility of installation and elimination of air in the system are just a few of the benefits of this concept.

In addition to the major system components, attention has been focused on a range of support products which carry the company's involvement down the length of the paper machine and, through its Micrex Division, out into the converting industry. Support products include such essential items as felt conditioners, doctors, air caliper controls and Bird Aqua-Purge® showers.



BIRD-SIMPLEX HIGH INTENSITY AERATOR installed in Rucaduc Pond at South Walpole.

BIRD & SON, inc.

Established 1795

East Walpole, Massachusetts, U.S.A.

DIRECTORS

PERKINS BASS

ROBERT P. BASS, JR.

CHARLES S. BIRD

CHARLES S. BIRD, JR.

DAVID BIRD

RICHARD P. CHAPMAN

WESTON HOWLAND

JEROME C. HUNSAKER, JR.

ROBERT F. JENKINS

CALVIN A. KING

WALTER M. PHILLIPS

JOHN C. RAMBEAU

OFFICERS

President — ROBERT F. JENKINS

Executive Vice President — BERNARD P. SOWARD

Treasurer and Secretary — JOHN C. RAMBEAU

Group Vice President Building Materials Division — PHILIP C. JOHNSON

Vice President Fibre Box Division — HAROLD R. BONNYMAN

Vice President Shoe Carton Division — RALPH H. HALL

Vice President Paper Mill Operations — GEORGE J. TOOKER

Vice President Manufacturing, Building Materials Division — PAUL I. KNIGHT

Vice President - Special Services — KENNETH M. KING, JR.

Controller — WILLIAM J. SMITH

Assistant Treasurer — J. ROBERT ANDERSON

Assistant Treasurer and Credit Manager — WYLIE G. MACIVOR

General Managers, Building Materials Division

Northern Division, East Walpole

J. DOUGLAS JOHNSTON

Southeastern Division, Charleston

A. KINCHEN POWERS

Eastern Division, Perth Amboy

RICHARD H. EMERSON

Vinyl Products Division, Bardstown

DONALD E. FRAZIER

Western Division, Chicago

THOMAS E. DOWNEY

Southwestern Division, Shreveport

FRED H. MAY

Pabco Division, Pacific Coast

RALPH E. HEIM

Director of Personnel and Industrial Relations — JOHN J. MURPHY

Director of Advertising — LEONARD C. NIESE

Director of Purchasing and Traffic — WILLIAM S. KIMBALL

Manager, Tube Division — ROBERT A. WATTERS

Branch Offices: Chicago, Ill., Shreveport, La., Charleston, S. C., Perth Amboy, N. J., Bardstown, Ky., San Mateo, Cal.

PAPER MILL OPERATIONS: East Walpole, Mass.

TUBE DIVISION: Lawrence, Mass.

FIBRE BOX DIVISION: East Walpole, Mass.

Waterville, Maine

SHOE CARTON DIVISION: East Walpole, Mass., Lewiston,

Maine, Manchester, N.H.

BUILDING MATERIALS DIVISION: Norwood, Mass., Chicago, Ill., Shreveport, La., Charleston, S.C., Perth Amboy, N.J., Bardstown, Ky., Phillipsdale, R.I., Glenwood, Arkansas, San Mateo, Cal., Martinez, Cal., Wilmington, Cal., Portland, Ore.

SUBSIDIARY

BIRD MACHINE COMPANY, South Walpole, Mass.



QUALITY PRODUCTS

BUILDING MATERIALS DIVISION

Bird WIND SEAL¹ Shingles
Bird WIND SEAL¹ "JET" Shingles
Bird ARCHITECT¹ Mark 25 Shingles
Bird NEPOLON¹ Roof System
Bird RANCH ROOF¹ Roll Roofing
Bird FIRESCREEN¹ Shingles
Bird Shingles and Sidings
Bird Insulating Sidings
Bird Roof Insulation

Bird Roll Roofings
Bird Solid Vinyl Rain Carrying Systems
Bird Solid Vinyl Shutters
Bird Solid Vinyl Siding
Bird Vinyl Roof Edge
Bird Built-Up Roofs
Bird Building Papers
Bird Coatings and Cements
Shingle and Siding Backer

PAPERBOARD PRODUCTS DIVISIONS

Fibre Box Division

Corrugated Fibre Shipping Cases
Solid Fibre Shipping Cases
Cleated Fibre Shipping Cases
Fibre Lacquer
Reel Wraps

TOTE SHUTTLE¹ Boxes
Weatherproof Corrugated Fibre Shipping Cases
Weatherproof Solid Fibre Shipping Cases
Plastic Coated Corrugated and Solid Fibre Cases
Fibre Pals

Horticultural Division

VITA-BAND¹ Plant Bands
Bird Vacuum Plates
PERENNIAL POTS¹ — Fibre and Plastic
Peat Pots and GROTAIRERS¹

Bird Film Applicators
Plastic Pots and Trays
Plastic Vases and Refrigerator Containers
Tack Boxes

Carton Division

Bird Reinforced Shoe Cartons, Plain and Printed

Special Papers Division

Jute Liners
Chipboards
Tube Chip
Pasted Boards

Corrugating Medium
Boxboard
Platform Board
Innersole Board

TUBE DIVISION

Paper Mill Cores
Pasted Chipboards

Cloth Boards
Tubes for Textile and Plastic Industries

¹ Reg. U. S. Pat. Off.



